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HUMAN RESOURCES

No. 7



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LABOR

LIGACHEV DISCUSSES ROTATIONAL CREW METHOD

Moscow EKONOMICHESKAYA GAZETA in Russian No 8, Feb 80 p 5

[Article by Ye.K. Ligachev, First Secretary, Tomsk Oblkom, CPSU:
"The Wide Road to the Rotational Crew Method"]

[Text] Industry is advancing into Siberia and the Far East on an unprecedented scale. The quest for oil, gas, coal, ore and timber is taking us farther and farther to the east and north, into uninhabited and almost inaccessible regions. It is very important in this endeavor that we put these riches into service to the Homeland quickly, at a fast pace and at the lowest cost. This requires new methods and forms of organisation of production.

"No matter what area of work you take," Comrade L.I. Brezhnev pointed out at the November, 1979 Plenum of the CPSU Central Committee, "you see everywhere huge capabilities and huge reserves for advancement. But to make use of these we must raise the level of administration, in the broadest sense of these words."

Important Factors in the Development of Natural Resources

One of the important factors in development of natural resources is the introduction of the rotational crew method of work, which in our case has already proved itself worthwhile and provided a great time advantage and significant cost savings. Moreover this method makes it possible to resolve social problems and create the proper conditions for work and everyday life, education and indoctrination of the people. One thing is certain: for the foreseeable future the rotational crew method is destined to develop and grow. You may be sure that the sphere of its application in the northern regions of the country will be expanded. And this expansion will take place not only in those sectors of the economy where it has already become well established; it will also spread to new sectors of the economy related to the development of natural resources. It is important that this method emerge from the phase of innovation and experiment and that its implementation become a part of the national economic plan.

Huge reserves of natural resources -- particularly gas, mineral ores, peat and building materials -- are concentrated in the Tomsk Oblast. Timber and water resources are great. Prospecting for and extraction of oil and the creation of lumber mills and oil- and wood-chemical enterprises have become a catalyst to the development of the economy and science and opening up of the northern regions. From 1966 through 1980, i.e. during the time when the productive forces of the oblast underwent the greatest development, 7.2 billion rubles were invested in the economy -- 3.3 times more than in all previous years of Soviet power. New large-scale capacities for extraction of oil and production of wood planks, building industry plants, electric transmission lines, oil pipelines and the first facility of a petrochemical complex are scheduled to go into operation in the current year alone. Reclamation of the floodlands along the Ob' will be further developed and new irrigated and drained lands will be put to use.

Economic development in these regions means first of all overcoming the expanses. One who knew the northern section of this oblast only 15 or 20 years ago could not imagine that cities and villages would grow up, that oil and gas pipelines would be laid, or that airports, river ports, oil fields and lumber mills would spring up in these impassable places.

But work on a huge scale lies ahead. This year, for example, we will have to earn 900 million rubles, 450 million rubles of it in the northern part of the oblast. To do so we must attain a number of goals: increase extraction of oil by 21 percent and increase harvest of timber by 18 percent in a year's time.

Naturally, the question arises: How can such a volume of work be accomplished? This cannot be achieved by usual methods and practices. Along with power and special equipment it will require a different organization of production. In addition to traditional methods of natural resource development new approaches and more efficient methods are needed, particularly implementation of the rotational crew method.

The idea itself of a rotational crew organization of production is not new; it has been known for a long time. But in a number of sectors of the economy it has not received due recognition.

Geologists and geophysicists were pioneers in development of the rotational crew method of work in Western Siberia. But the how could they get by here without such an approach? Geologists have now created large base villages in Sredniy and Novyy Vasyugan, in the regional centers of Aleksandrovskoye and Kargasok and in the city of Kolpashevo. And work is being conducted hundreds of kilometers away from the base villages. This made possible the creation of a reliable raw-materials base for development of the oblast's oil industry in a short time.

Economic Effects of the Rotational Crew Method

The presence of oil and gas resources in the oblast allows extraction of oil to be increased sharply. But this requires development of dozens of fields which are located hundreds of kilometers from the city of Streshovoy. If we were to undertake to attain goals for development of the oil industry by traditional methods, 11 workers' villages would have to be built to reach the goals that have been set. For example, extraction of the assigned quota of oil on the Vasyugan in 1985 would require construction of a city with a population of 25,000. Costs for its construction would amount to approximately 500 million rubles. It would require that 40-50 million rubles worth of construction and installation work be accomplished and a million tons of freight shipped in for each of the remaining years. But then the shipping capacity of the Vasyugan river does not exceed 500,000 tons during a navigation season. And even this much freight cannot be moved along the winter road.

A fundamentally different decision was made: to conduct development of the Vasyugan oil fields from the base city of Streshovoy, 200-250 kilometers away. It was decided that a rotational crew village for 6,000 workers and production bases would be constructed for the group of fields on the Vasyugan. This will save 300 million rubles. Of course, means of transporting workers to - from the work sites will be required.

The base city - rotational crew village system differs from small settlements in that it makes it possible to reduce fluctuations in the work force by retaining personnel. Our base cities of Streshovoy, Kolpashevo and Tomsk have a high degree of organization of public amenities and a high level of services to their populations. The base city of Streshovoy has its own satellites -- two rotational crew villages on the Vasyugan and the Vakh. They are located 200 and 100 kilometers respectively from the city. The village on the Vakh consists of living quarters and facilities for social, cultural and everyday life. There are 800 men working here. There are 450 men working at the village of Pionernyy on the Vasyugan plus 550 at Kotyl'ga. Only workers live here, without family members. This is an immutable rule. Otherwise the rotational crew villages would turn into small taiga villages with their inherent conflicts and confusions.

I will use another example to illustrate the economic advantage and social advisability of the rotational crew method of organizing production. The oil pipeline which runs from Aleksandrovskoye to Tomsk and on to Anzhero-Sudzhensk is equipped with ten pumping stations. Plans called for a residential village to be built adjacent to each station. This approach was rejected in time and now the stations are served by the rotational crew method. The station at Raskino, for example, is operated by rotational crews from Streshovoy, 130 kilometers away.

If the plan had been followed it would have been necessary to build a village at Raskino at a cost of over five million rubles. Two million rubles were spent in Streshovoy on facilities for the social, cultural and everyday life of the personnel serving Raskino. The rotational crew village cost 300,000 rubles. Savings amounted to 2.8 million rubles; for the ten stations -- 28 million rubles.

Let us take the timber industry. Until the rotational crew system was introduced into the timber industry many wood processing operations were seasonal, working mainly during the winter when freezing temperatures "make" roads. Moreover, it was necessary to transport workers to the felling sites, 70-80 kilometers away, every day. To some extent this is still being done now. Travel takes up 3-4 hours, the people become tired and the work day is shortened considerably. The question came up of closing a number of wood processing mills and liquidating some large forest villages. For example, the Yergayevskiy wood processing mill and the village of Krasnyy Yar, where about 10,000 people live. To replace this town it would have been necessary to construct a new wood processing mill at a cost of 20-25 million rubles. Our loggers chose another way -- organization of the timber industry on the rotational crew scheme. There are now 43 rotational crew sectors operating in the timber industry, employing 2,200 workers. In the seven years from 1973 through 1979 rotational crews accounted for 9.1 million cubic meters of lumber, or 18.6 percent of the total volume turned out by enterprises of the Tomlesprom association of the USSR Minlesprom [Ministry of the Timber and Wood Processing Industry].

The rotational crew method has demonstrated its viability and economic and social advisability in the timber and wood processing industry. The CPSU Central Committee gave a favorable evaluation of the experience of the party organizations and workers' collectives in their implementation of the rotational crew method and in its resolution, "On the Experience of the Work of the Tomsk, Tyumen' and Vologda Oblkoms of the CPSU in Mobilization of Enterprise Collectives to Increase the Efficiency of the Timber and Wood Processing Industry," the Central Committee recommended that this method be disseminated among other enterprises of the timber industry.

The rotational crew method of organization of production was a new undertaking in our work in development of natural resources. All the party, council and management organs had to work very hard. Questions related to crew rotations were examined many times in the CPSU obkom, in party raykoms and gorkoms, at meetings of activist groups and plenums and discussed constantly by the press, television and radio. Much innovative work in this area was done by the Streshovoy and Kolpashevo CPSU gorkoms; the Kargasok, Chaiskiy and Krivosheino CPSU raykoms; the Tomskneft', Tomlesprom and Tomskmelioratsiya associations; local party organizations of the enterprises, specialists and managers. While adopting existing methods, it was necessary to do a lot of experimenting to arrive at optimum variants.

The rotational crew method requires that party influence on workers' collectives be strengthened. A unique feature of party work among the crews is that it must be conducted apart from the party organizations where the communists are registered, in subunits with various subordinations and, for the communists, various party subordinations. These conditions also dictate certain organizational forms of party influence on matters of production and on the life of the rotational collectives. Provisional party organizations and party groups are formed to resolve questions of attaining goals in the rotational crew sectors.

Questions Requiring Resolution

The aforesaid should in no way be taken to mean that there are no difficulties in this new undertaking. Many questions remain to be answered and they need to be examined and resolved at the local and central organ levels. These questions include: design of rotational crew villages and manufacturing of structures for buildings for production and social purposes, administration of the rotational crews, organization of living conditions, work and pay schedules for the rotational crew members, organizational and political work of the party organizations.

Let us address planning and administration as well as work and pay schedules for the rotational crews. It is in this area that the rotational crew method has its own specific character. These matters are discussed with vigor in the workers' collectives and families of the rotational crew members. These groups express approval of a work schedule wherein the work period does not exceed ten days, after which period the crews return to the base village for several days. Much disapproval is voiced by the timber workers, who often work 20 days at a time without a break. A survey showed that such a work schedule is unacceptable both to the workers and to members of their families. On this schedule the long separation from family has a negative impact. Toward the end of the work period the people become tired and productivity of labor decreases. Moreover, during their rest break, 8 to 10 days long, the primary means of production are not in use. Of interest is the work schedule of the Chaianskiy wood processing mill, which operates continuously while work crews are rotated every ten days.

The work schedule which has been long established among geologists needs to be changed. As is known, they work in two shifts, eight hours on and eight hours off, for a week. During the survey drillers and masters indicated in their questionnaires that this is a tiresome schedule and that by the end of the week people work at less than full capacity. Such a schedule is not conducive to safety and accident-free work.

Deserving of serious attention is payment for work under the rotational crew method. We cannot accept as normal, for instance, the case in which drillers and drivers who worked under the rotational crew system in the Tomskneft' association in 1979 earned 18 and 12 percent respectively less than their counterparts working in the base villages. Managers of the association and its enterprises are not analyzing such facts, not properly organizing the labor of the rotational crews and are not seeking out supplemental material and morale incentives for work by those on the rotational crews. Thought should be given to paying rotational workers higher bonuses than those paid people who work under normal conditions.

Development of natural resources by the rotational crew method requires certain organizational restructuring of production management. Special units need to be established within the structure to look after transportation, social services and amenities for the rotational crews.

It must be said also that many rotational crew villages are being built without a plan; each following its own dictates. The time has come to develop several variants of standard village plans with a given range of facilities, depending on the number of residents, taking into account the raw-materials base, climatic conditions and other factors. In our opinion this should be taken up by USSR Gosstroy. The main thing is to set up production of these structures around the country. This is the responsibility of USSR Gosplan. These structures can be both stationary and transportable.

It is impossible to imagine the life of rotational crews without aviation and the river fleet. And the more distant the rotational crew villages are from the primary bases the greater the role of transport, particularly aviation, becomes. Moreover, aviation is now assuming a new function -- a social and production function. Under conditions of the rotational crew work system aviation is incorporated into the technological process, delivering workers, equipment and materials.

Air transport is very expensive. This obligates managers to use it more efficiently. There are still many shortcomings in this area. In order to improve the work of the helicopter fleet the criteria for evaluating its use must be changed. Now the primary criterion is time in flight. Payment for helicopters is by the hour. The aviation enterprises are not economically concerned with maximum payloads of the helicopters. These questions have been brought before the Ministry of Civil Aviation. We hope that they will be resolved.

An important role is played by the river fleet. Rotational crew villages are often located a significant distance from main water routes. Delivery of cargoes along small rivers could be facilitated by a fleet of low-tonnage river craft, which, unfortunately, the river fleet has in insufficient numbers. The time has come for the RSFSR Gosplan and

and the RSFSR Minrechflot [Ministry of the River Fleet] to examine the question of increasing production of high-speed, low-tonnage vessels in the 11th Five-Year Plan.

Many years of experience in the development of natural resources in the northern portion of the Tomsk Oblast has demonstrated the viability of the rotational crew work method in barely accessible regions. The scope of the tasks before us and the complexity of their accomplishment require further perfection of the rotational crew method of organization of production.

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LABOR

STATUTES ON INCENTIVE FUNDS FOR 1981-1985 PUBLISHED

Moscow EKONOMICHESKA GAZETA in Russian No 15, Apr 80 pp 1-8 (insert, actual pages 11-14)

[Statutes: "New Official Material"]

[Text] Basic Statutes of the formation and use of the Material Incentive Fund and Fund for Sociocultural Measures and Housing Construction (Incentive Funds) in Industry in 1981-1985, As Ratified by USSR Gosplan, the USSR Ministry of Finance, the State Committee for Labor and Social Problems, and the AUCCTU on 5 March 1980.

These Basic Statutes were developed on the basis of decree No 695 of the CPSU Central Committee and USSR Council of Ministers, dated 12 July 1979 and entitled "Improving Planning and Strengthening the Impact of the Economic Mechanism on Raising Production Efficiency and Work Quality," with due regard for experience gained in the field of stimulating different industrial sectors. They are aimed at improving the final results of the work of ministries, production associations, and enterprises and giving them a stronger interest in fulfilling and overfulfilling the assignments of the 11th Five-Year Plan.

The Basic Statutes envision the following principles of formation and use of incentive funds.

In conformity with the draft of the document "Basic Directions of Economic and Social Development of the USSR," approved in the established manner, USSR Gosplan develops, simultaneously with control figures, norms for determining the amounts of the material incentive fund and the fund for sociocultural measures and housing construction for USSR ministries and departments and the Councils of Ministers of the Union republics for the five-year plan with a breakdown by years.

In conformity with the established norms USSR ministries and departments and the Councils of Ministers of the Union republics develop and set norms for the formation of incentive funds respectively for

subordinate industrial associations, subsectors or groups of similar enterprises, and for republic ministries.

The absolute amounts of the material incentive fund are determined by calculation on the basis of set norms and primary indexes by which the funds are formed.

Where the ministry, association, or enterprise increases (decreases) the fund-formation indexes in the draft five-year plan compared to control figures, in the draft annual plan compared to the assignment of the five-year plan for the particular year, or depending on actual fulfillment of the plan, the absolute size of the material incentive fund is increased or decreased accordingly.

The Basic Statutes envision enhancement of the initiative, independence, and responsibility of labor collectives for rational use of incentive funds as one of the important levers for strengthening the impact of the economic mechanism on improving the final results of production and quality of work.

The system of norms being established should orient all administrative levels to raising production efficiency and work quality and fulfilling the plan for delivery of output by assortment and on time in conformity with concluded contracts (orders).

The Basic Statutes establish general principles of formation of incentive funds which are uniform for all industrial sectors. Nonetheless, stereotyped thinking must not be permitted in practical application of these principles and where necessary particular features of certain sectors should be taken into account.

I. Procedure for Determining Norms for the Formation and Size of Incentive Funds During Development of the Draft Five-Year Plan for 1981-1985 on the Basis of Control Figures Delivered to Ministries, Associations, and Enterprises.

1. To give ministries, associations, and enterprises a greater interest in developing stepped-up five-year plans, norms for determining the amounts of incentive funds are established at all levels of administration simultaneously with control figures for the primary indexes of the 11th Five-Year Plan. These norms are established for associations and enterprises with differentiation by years of the five-year plan within the limits of the norms envisioned in the control figures for the 11th Five-Year Plan of the ministry as a whole.

The norms of formation of incentive funds for ministries, associations, and enterprises, differentiated by years of the five-year plan, are calculated on the basis of indexes of growth in labor productivity, proportion of all production volume that is in the highest quality

category (or other index of output quality established for the particular sector - hereafter the phrase "Proportion of Total Production Volume in Highest Quality Category" will be used), total profit (reduction in prime cost of output for certain sectors). These indexes are established for ministries, associations, and enterprises in the control figures and, with due regard for the sums of the material incentive fund and the fund for sociocultural measures and housing construction, are used in calculations applicable to the control figures.

Where ministries, associations, and enterprises work out five-year plans with assignments that exceed the control figures, the incentive funds are increased; where a five-year plan is worked out with assignments below control figures, the incentive funds are decreased.

2. The norms of formation of incentive funds are usually set by sectors (subsectors) and groups of production associations (enterprises).

For production associations (enterprises) which cannot be included in any particular group, the norms of formation of incentive funds, differentiated by years of the five-year plan, may be calculated in control figures based on individual indexes.

3. When determining norms of formation of incentive funds for ministries, associations, and enterprises and the sums of incentive funds for 1981-1985 corresponding to them, economically sound proportions must be insured between growth in labor productivity, profit, and the wages fund. At the same time, unjustified differences in the amounts of material incentive to employees of particular associations and enterprises must be eliminated.

When determining the norms of formation of incentive funds for associations and enterprises, it must be considered that the following are excluded from the total sum of incentive funds for the ministry as a whole:

capital designated for the reserve (centralized funds) of the ministry or all-Union (republic) industrial association, usually up to 15 percent of the sum of each incentive fund for the ministry as a whole. The amount of the reserve (centralized fund) is set by the ministry and all-Union (republic) industrial association with the agreement of the appropriate trade union committee;

capital designated for the formation of incentive funds at production associations (enterprises) being launched in operation.

4. The norms of formation of the material incentive fund are established for growth in labor productivity and the proportion of total

production volume in the highest quality category as a percentage of profit (calculated profit).

The norms for formation of the material incentive fund may also be established, with due regard for the specific features of particular industrial sectors, using other quality indexes: savings of material resources, increase in return on capital and the shift coefficient, level of profitability, and decrease in the prime cost of output.

In certain sectors of the light... and food industries, norms of formation of the material incentive fund for growth in the production of output stated in comparable prices may also be used. In the extracting sectors norms of formation of the material incentive fund per unit of output in physical terms may be used.

The ministry choosing fund-formation indexes for production associations (enterprises) must begin from the idea that the number of fund-formation indexes for each particular production association (enterprise) cannot exceed two, or in certain industrial sectors three. The fund-formation indexes should generally include an assignment based on growth in labor productivity.

In sectors of food, meat and dairy, and fish industry and certain sectors of extracting industry, the norms of formation of the material incentive fund for 1981-1985 may be set as a percentage of the wages fund of the base year (1980). In this case, for production associations (enterprises) where the norms of formation of the material incentive fund are established as percentages of the wages fund of the base year (1980), it is recommended that the fund-formation indexes include assignments based on growth in profit or decrease in the prime cost of output.

5. Norms of formation of the material incentive fund for each percentage point of growth in labor productivity are established by ministries for associations and enterprises based on growth in labor productivity envisioned by control figures for the corresponding year of the five-year plan with due regard for the part of the material incentive fund being directed to stimulation of fulfillment of this index for the group of production associations (enterprises). Appendix No 1 to these Basic Statutes gives an example of calculating norms of formation of the material incentive fund for growth in labor productivity for a group of production associations (enterprises) of a ministry.

6. Norms of formation of the material incentive fund for each percentage point of total production volume in the highest quality category are established by ministries for associations and enterprises based on the percentage of total production volume in the highest quality category as envisioned by control figures for the corresponding

year of the five-year plan and the part of the material incentive fund directed to stimulation of fulfillment of this index for the group of production associations (enterprises). Appendix No 1 of these Basic Statutes gives an example of calculating norms of formation of the material incentive fund for the percentage of total production output in the highest quality category for a group of production associations (enterprises) of a ministry.

Norms of formation of the material incentive fund are established in a similar manner for level of return on capital, profitability, and reduction of the prime cost of output.

7. Norms of formation of the material incentive fund for the index of production growth are established per unit of output produced in physical terms. In this case these norms are determined by dividing the part of the material incentive fund designated to stimulate fulfillment of this index by the number of units (thousands, millions of units) of output in physical terms. The norm of formation of the material incentive fund per unit of output is established in rubles and kopecks.

In certain sectors where growth in production of output in cost terms is used as a fund-formation index the norms of formation of the material incentive fund for this index are calculated in the manner envisioned for calculating norms for growth in labor productivity.

8. Ministries can differentiate the sizes of norms for the formation of the material incentive fund for various particular fund-formation indexes with due regard for the principal tasks facing the particular sectors and collectives of production associations (enterprises). To achieve this, when calculating the norms ministries may differentiate the part of the material incentive fund being directed to stimulation of fulfillment of the particular index. In this case the part of the material incentive fund being directed to stimulation of growth in labor productivity should be at least 30 percent of the total fund determined by norms in control figures by calculation for the corresponding year of the five-year plan.

9. Norms of formation of the fund for sociocultural measures and housing construction are established in the control figures of the five-year plan by years within the range of 30-50 percent of the material incentive fund. The availability of housing, children's preschool institutions, cultural-domestic establishments, and other facilities to employees of production associations (enterprises) is taken into account in establishing the norms.

10. Ministry, association, and enterprise incentive funds are established in the draft five-year plan depending on the fund-formation indexes estimated (calculated) in running total from the beginning of the five-year plan.

In this case the percentage of total output in the highest quality category is calculated accordingly in control figures and in the draft five-year plan as the ratio (percentage) of output in the highest quality category to the total volume of production of commodity output in comparable prices.

11. When ministries, associations, and enterprises are adopting draft five-year plans whose assignments exceed control figures for the corresponding year and when higher-ranking organizations are ratifying these five-year plans the sum of incentive funds in the five-year plan is determined by calculation in the following manner:

for indexes corresponding to control figures — by ratified norms;

for each percentage point by which assignments exceed control figures — by increased norms.

In the latter case, the norms established for growth in labor productivity (for growth in production of output in physical or cost terms in certain sectors) are usually quadrupled, while norms established for the level of return on capital, profitability, and other quality indexes (except norms for percentage of total production volume in the highest quality category) are ordinarily doubled. For indexes of the five-year plan that exceed control figures for reasons not depending on the activities of the ministries, associations, and enterprises, the incentive funds are set on the basis of ratified norms without an increase.

Where the percentage of total production volume in the highest quality category is greater for a particular year in the draft five-year plan than in the assignments of the control figures, the material incentive fund is increased by four percent of the material incentive fund envisioned for the corresponding year in the control figures for each percentage point by which the norm is surpassed.

Where five-year plans are adopted with assignments that exceed the control figures, the increase in the material incentive fund is done separately for each fund-formation index, usually within the limits of additional profit envisioned in the draft five-year plan beyond the assignment of the control figures for the corresponding year.

12. When ministries, associations, and enterprises adopt draft five-year plans whose assignments are lower than the control figures for the corresponding year and when these five-year plans are ratified by higher-ranking organizations, the sum of incentive funds determined by calculation based on fund-formation indexes and norms established in the control figures is reduced. The reduction for each percentage point of decrease in the index of growth in labor productivity (growth

in production in physical or cost terms for certain sectors) is made on the basis of norms which are tripled, while for each percentage point of decrease in the level of return on capital, profitability, and other quality indexes (with the exception of norms for percentage of total production volume in the highest quality category) the norms used are increased by one-half.

Where the percentage of total production volume in the highest quality category is lower for the corresponding year in the draft five-year plan than in the assignments of the control figures the material incentive fund is reduced by three percent of the material incentive fund envisioned in the control figures for the corresponding year for each percentage point of this reduction compared to the norm.

13. The size of the material incentive fund in the draft five-year plan for the corresponding year is determined by multiplying the norms established in the control figures by each of the fund-formation indexes planned for the corresponding year of the five-year plan and by the total sum of profit envisioned for this year in the draft five-year plan (or the wages fund of the base year of the five-year plan). Appendix No 2 to these Basic Statutes gives an example of a calculation of incentive funds in a draft five-year plan based on control figures.

11. Procedure for Establishing Stable Norms of Formation of Incentive Funds Ratified in the Five-Year Plan in Differentiated Amounts by Years of the Five-Year Plan for Ministries, Associations, and Enterprises, and Calculating the Sizes of These Funds.

14. Stable norms of formation of the material incentive fund and fund for sociocultural measures and housing construction for ministries, associations, and enterprises are ratified for 1981-1985 by the established procedure in the five-year plan with differentiated amounts by years of the five-year plan.

Stable norms of formation of material incentive funds are established on the basis of fund-formation indexes ratified in the five-year plan by years of the five-year plan, the total sum of profit, and the amounts of material incentive funds determined by calculation for years of the five-year plan in conformity with points 11-13 and in the manner envisioned by points 5-8 of these Basic Statutes. These norms are ratified in the five-year plan. Appendix No 3 of these Basic Statutes gives an example of calculation of stable norms of formation of a material incentive fund where the norms are ratified in the five-year plan.

Stable norms of formation of the fund for sociocultural measures and housing construction are ratified in the five-year plan in the amounts envisioned by point No 9 of these Basic Statutes.

The amounts of norms of formation of incentive funds at all administrative levels are determined with the consent (participation) of the appropriate trade union committees (councils).

15. When ministries, associations, and enterprises adopt counterplans that exceed the assignments of the five-year plan for the next year, the sum of the material incentive fund for the corresponding year is determined as follows:

for indexes corresponding to assignments of the five-year plan for the next year — according to ratified norms;

for each percentage point by which the assignments of the five-year plan are exceeded — by increased norms.

In the latter case the norms established for growth in labor productivity (growth in production of output in physical or cost terms in certain sectors) are tripled, while norms established for the level of return on capital, profitability, and other quality indexes (with the exception of norms for percentage of total production volume in the highest quality category) are increased by one-half.

Where the percentage of total production volume in the highest quality category in the annual plan exceeds assignments of the five-year plan the material incentive fund is increased by three percent of the material incentive fund for the corresponding year of the five-year plan for each percentage point by which this norm is exceeded.

Where counterplans are adopted the increase in the material incentive fund is made separately for each fund-formation index through and within the limits of the additional profit envisioned in the counterplan beyond the assignments of the five-year plan for the corresponding year, and where there is no such additional profit from reserves (centralized funds) of higher-ranking organizations.

Higher norms are established for production associations (enterprises) that significantly increase the production of new, highly efficient production-technical output and new consumer goods. The concrete amounts (scale) of the increase in norms are established by higher-ranking organizations with the consent of the appropriate trade union committee.

16. When ministries, associations, and enterprises adopt annual plans whose fund-formation indexes are lower than the assignments of the five-year plan for the corresponding year, the sum of the material incentive fund for the year is determined on the basis of norms that are reduced at least 10 percent. The concrete amounts (scale) of the decrease in norms of formation of the material incentive fund where the assignments

of the five-year plan are not fulfilled are determined by the higher-ranking organization with the consent of the appropriate trade union committee.

17. Norms of formation of incentive funds are stable. Higher-ranking organizations can make corrections in these norms when the assignments of the five-year plan are modified.

When there is a change in the plan for profit and fund-formation indexes in connection with the institution of new prices and rate schedules for output produced and consumed, a change in norms of depreciation deductions, or an increase in wage rates and salary scales, wages, and social insurance payment schedules, the norms of formation of incentive funds are recalculated without changing the amounts in these funds.

18. The incentive funds of ministries, associations, and enterprises are determined in annual plans depending on fund-formation indexes estimated (calculated) by running total from the beginning of the five-year plan.

Where the total volume of production of output on an annual basis is reduced below the five-year plan level, the percentage of output in the highest quality category is set in annual plans as the ratio of output in the highest category to the total production volume envisioned in the five-year plan for the particular year.

19. The size of the material incentive fund in the plan for the next year is determined by multiplying each of the fund-formation indexes in the annual plan by the corresponding norm and the total sum of profit in the annual plan. Appendix No 4 to these Basic Statutes gives an example of calculating the material incentive fund in the annual plan.

20. Associations and enterprises report information on the sizes of incentive funds calculated in conformity with the fund-formation indexes set in the annual plan and ratified norms to the higher-ranking organization, which monitors correct application of the ratified norms.

21. The amount of the material incentive fund of an association or enterprise may be increased using capital from the reserve (centralized fund) of the material incentive fund.

The size of the material incentive fund of production associations (enterprises) that produce consumer goods with relatively low productivity and also inexpensive goods that produce a lower volume of output sold than other types of articles but are in demand among the population may, where they have fulfilled contract obligations for delivery of

such goods, be increased from the capital in the reserve (centralized fund) of the material incentive fund.

22. Where ministries, associations, and enterprises, following established procedures, raise (lower) plan assignments based on fund-formation indexes and profit in the course of the year the sum of the material incentive fund envisioned in the financial plan according to established norms is increased (reduced) at the same time.

23. The size of the fund for sociocultural measures and housing construction in the annual plan is determined by multiplying the established norm by the size of the material incentive fund calculated in the manner envisioned by point 19 of these Basic Statutes.

24. The size of the material incentive fund is determined by associations and enterprises in the annual plan for each type of activity separately (industry, construction, transportation, and the like) based on ratified fund-formation indexes and norms. The total size of the material incentive fund for associations and enterprises is determined in the annual plan by calculation by the ministries with the consent of the appropriate trade union committees as the sum of the material incentive fund for all types of activities and of capital allocated from the reserves (centralized funds) of ministries and all-Union (republic) industrial associations.

25. Incentive funds are envisioned in the financial plan and distributed by ministries, associations, and enterprises by quarters of the year proportional to the quarterly distribution of production volume and profit (wages fund). In this the times for launching new capacities, incorporation of production of new types of output, and the like are taken into account.

26. The procedure for determining the norms of formation of incentive funds in 1981-1985 at new enterprises or enterprises that are being expanded and rebuilt is established by USSR Gosplan, the USSR Ministry of Finance, the USSR State Committee for Labor and Social Problems, and the AUCCTU with due regard for the characteristics of the operations of these enterprises.

27. The incentive funds at planned loss and low-profit enterprises are envisioned in the five-year plan within the limits of the sum of the incentive funds established for the ministry as a whole for the corresponding year.

The procedure for determining the norms of formation of incentive funds at planned loss and low-profit enterprises is established by USSR Gosplan, the USSR Ministry of Finance, the USSR State Committee for Labor and Social Problems, and the AUCCTU.

III. Procedure for Deductions from Profit to Incentive Funds During the Year for Production Associations (Enterprises).

28. Deductions from profit to the material incentive fund of production associations (enterprises) are made quarterly. Where the plan is fulfilled for the fund-formation indexes (including the indexes of counterplans) and the profit plan considered in running total from the start of the year (quarter, half-year, nine months, and year), deductions are made in the amounts envisioned in the annual financial plan for the corresponding period.

At planned-profit production associations (enterprises) where losses are planned for certain quarters, deductions to the material incentive fund in the planned-loss quarters are made on the basis of planned annual profit.

29. Where the plan for fund-formation indexes and the profit plan are overfulfilled (underfulfilled) the material incentive fund is increased (decreased).

30. Where the plan for fund-formation indexes (including the indexes of counterplans) is overfulfilled, additional deductions are made to the material incentive fund from actual profit at ratified norms (which are not raised for adopting counterplans) established in conformity with points 14-17 of these Basic Statutes, lowered by at least 30 percent.

Where there is failure to fulfill the plan for fund-formation indexes, deductions to the material incentive fund are reduced as follows:

- a. for production associations (enterprises) that have counterplans, with respect to failure to fulfill the counterplans — at increased norms established to stimulate counterplans by point 15 of these Basic Statutes. In this case, where counterplans for percentage of total production volume in the highest quality category are not fulfilled the material incentive is reduced by three percent of the material incentive fund of the corresponding year of the five-year plan for each percentage point of underfulfillment of counterplans for this index. For the remainder of underfulfillment of the plan the material incentive fund is reduced at stable ratified norms that are increased by at least 30 percent;
- b. for production associations (enterprises) that do not have counterplans — at stable ratified norms increased by at least 30 percent.

The amounts of reduction (increase) in norms of deductions from profit to the material incentive fund for overfulfillment (underfulfillment) of the plan for fund-formation indexes are set by the higher-ranking organization with consent by the appropriate trade union committee.

Where the plan of profit considered in running total from the beginning of the year (quarter, half-year, nine months, and year) is overfulfilled (underfulfilled), additional deductions are made to the material incentive fund (or deductions are reduced).

In those cases where the material incentive fund is formed on the basis of norms set as percentages of the wages fund of the base year (1980), no additional deductions (reduced deductions) to the material incentive plan are made for overfulfillment (underfulfillment) of the profit plan.

The amount of these additional deductions (reduced deductions) is determined by multiplying the sum of the material incentive fund envisioned in the financial plan for the corresponding year by the percentage of overfulfillment (underfulfillment) of the profit plan.

30. The increase (decrease) in the size of the material incentive fund where plan assignments are overfulfilled (underfulfilled) for growth in labor productivity, percentage of total output in the highest quality category (second quality category), and reducing the prime cost of output is done on the basis of norms in percentages of the total sum of actual profit of the current year for the period since work began in the current year; in certain sectors it will be a percentage of the wages fund according to plan for the base year (1980) of the five-year plan in the period corresponding to the period since work began in the current year.

Where the assignment for level of profitability (calculated profitability) or return on capital is overfulfilled (underfulfilled), the increase (decrease) in the amount of the material incentive fund is carried out on the basis of norms in percentage of the total sum of actual profit for the current year for the period since the beginning of work in the current year converted to an annual calculation. To accomplish this the sum of profit planned for the year is increased (decreased) as the profit plan is fulfilled for the period that has passed since the beginning of the year. In certain sectors norms are calculated as percentages of the annual wages fund of the base year (1980).

Appendix No 5 to these Basic Statutes gives an example of calculating deductions from profits to the material incentive fund for production associations (enterprises) in the course of the year.

31. When estimating plan fulfillment for fund-formation indexes adopted to determine the sum of deductions to incentive funds, the volume of output produced (sold) and profit which were not taken into account in determining deduction norms to these funds and also profit withdrawn to the budget on a special basis are excluded from the actual volume of output produced (sold) and profit from which deductions to incentive funds are made.

The following are not included in the actual indexes:

- a. volume of output sold (corresponding profit) that was manufactured with deviations from standards and technical specifications. Enterprises of the food industry cannot include the volume of output sold and savings on production of output that deviates from standards, technical specifications, and formulas;
- b. additional profit (sum of supplements to wholesale price) obtained from sale of new, highly efficient output and output with the state Mark of Quality;
- c. Sum of additional earnings obtained by raising wholesale prices too high and violating existing price formation procedures;
- d. Sum of illegal and excess appropriations for maintenance of the administrative apparatus, transferred to the budget;
- e. Sum of discounts for technically imperfect and outdated types of output and consumer goods that are in limited demand and are sold at current prices (without discounts) to non-trading organizations;
- f. output produced (sold) and industrial work performed on communist voluntary work days and the profit obtained on these days;
- g. additional profit obtained from organizational-technical measures and directed to replenishing a shortage of the organization's own working capital;
- h. the difference between penalties received and penalties paid (for enterprises that pay the budget, 95 percent of the difference between penalties received and penalties paid).

In cases where the total volume of output produced in the year is lower than the planned amount, the proportion of output in the highest quality category is determined as the ratio between the amount of output in the highest quality category actually produced and the total production volume envisioned in the annual plan.

32. Where the proportion of output in the second quality category within total production volume is greater than the plan, deductions from profit to the material incentive fund of production associations (enterprises) are reduced based on norms ratified for the corresponding year of the five-year plan for the percentage of output in the highest quality category; at production associations (enterprises) for which no such norms have been ratified, the decrease is three percent of the material incentive fund of the corresponding year of the five-year plan for each percentage point of increase in the proportion of output in the second quality category.

If consumer goods are returned to production associations (enterprises) because of poor quality, the deductions to the material incentive fund envisioned in the plan for the corresponding quarter are reduced by three percent for each percentage point of poor-quality output returned (relative to the total volume of output sold for the quarter), but generally not more than 10 percent of the sum of this fund according to the plan for the given quarter.

The ministry can reduce deductions to the material incentive fund on a large scale taking into account specific conditions of consumer goods production. In this case the minimum sum of the material incentive fund cannot be less than 40 percent of the planned amount in this fund.

The increase (decrease) in the size of the material incentive fund according to level of plan fulfillment is made for each fund-formation index separately.

33. Where the plan for fund-formation indexes is overfulfilled (underfulfilled), additional (reduced) deductions from profit are made to the fund for sociocultural measures and housing construction. The amount of these additional deductions (reductions) is determined by multiplying the norm established in conformity with points 9 and 14 of these Basic Statutes by the amount of additional deductions (reduced deductions) from profit to the material incentive fund.

34. The absolute amount of deductions to the material incentive fund at all production associations (enterprises) is increased (decreased) depending on fulfillment of assignments for delivery of output by assortment and on time in conformity with contracts concluded (orders).

Where production associations (enterprises) have fulfilled assignments and obligations for delivery of output by assortment and on time in conformity with contracts concluded (orders) for each quarter and by running total from the start of the year the material incentive fund envisioned for the corresponding period in the financial plan is increased by up to 10 percent.

Where the plan of deliveries in any quarter is fulfilled ahead of time with the consent of the customer and the plan is fulfilled in running total this incentive is kept.

The increase in the incentive fund is made from the reserve (centralized fund) of the ministry (industrial association), and where it is inadequate, from above plan profit.

When production associations (enterprises) fail to fulfill (counting in running total from the beginning of the year) assignments and obligations for delivery of output, the material incentive fund envisioned for the corresponding period in the financial plan is reduced.

To calculate the decrease in deductions to the material incentive fund for failure to fulfill assignments and obligations for delivery of output assortment, on time in conformity with contracts concluded (orders), the value of the undelivered output is excluded from the volume of output sold according to plan for the corresponding period (quarter, half-year, nine months, and year) and the percentage of fulfillment of the plan for sale of output is determined on this basis with due regard for fulfillment of delivery obligations. The value of the undelivered output is determined in running total according to the situation on the first day of the month following the report.

The decrease in deductions to the material incentive fund is determined by norms as a percentage of the material incentive fund for each percentage point of underfulfillment of the plan for sale of output with due regard for fulfillment of assignments and obligations ratified by the ministries in conformity with the corresponding trade union committees (councils) for delivery of output. In this case, these norms should not be less than one percent of the material incentive fund for the corresponding period of the year in the ratified annual plan for each percentage point of underfulfillment of the plan for sale of output with due regard for fulfillment of delivery obligations.

Appendix No 6 of these Basic Statutes gives an example of calculating the decrease in deductions to the material incentive fund for failure to fulfill assignments for delivery of output.

Where production associations (enterprises) fail to fulfill assignments and obligations for delivery of output by assortment in conformity with contracts concluded (orders), no additional deductions to the material

incentive fund for overfulfillment of the plan for production of output are made.

35. Additional deductions from profit to incentive funds and the fund for production development are made through and within the limits of above-plan profit in the manner established for distribution of such profit.

36. In cases where production associations (enterprises) do not have profit or it is inadequate to form incentive funds owing to factors not depending on the activity of the production association (enterprise), the higher-ranking organization may adopt a decision to form the incentive fund partially or completely with capital from corresponding centralized funds (fund reserves).

37. Where the plan for fund-formation indexes is not fulfilled, the incentive funds of production associations (enterprises) are formed in a reduced amount following the established procedure. In this case the minimum sum of incentive funds (within the limits of actual profit received from the start of the year) cannot be less than 40 percent of the planned total of the funds for the period during which failure to fulfill the plan occurred.

The total sum of incentive funds (including minimum deductions for particular quarters) with failure to fulfill the plan for fund-formation indexes in running total from the start of the year (quarter, half-year, nine months, and year) cannot exceed the sum of these funds envisioned by plans for this period. The sums of the material incentive fund accumulated in this case are used for ongoing bonus payments to the collectives of production units (shops) that did fulfill their plans.

38. Additional deductions from profit to the material incentive fund of production associations (enterprises) are made for the proportion of consumer goods in the highest quality category (goods with the State Mark of Quality) within the total volume of production. In this, for each percentage point of these goods attained until 1981, deductions are made in amounts up to one percent of the material incentive fund of the corresponding year according to plan, and for each percent of these goods in total production volume achieved in 1981 and subsequent years of the five-year plan the deduction can be up to two percent of the material incentive funds of the corresponding year according to plan. The concrete sizes of these norms are set by the ministries with the consent of the appropriate trade union committees. Deductions are made from above-plan profits.

In those cases where ministries, production associations, and enterprises have been switched to normative distribution of profit, deductions out of above-plan profits are made within the limits of the amounts remaining at their disposal.

The material incentive fund of production associations (enterprises) may be increased for the percentage of consumer goods in the highest quality category, but not by more than 25 percent of the sum in this fund according to plan for the given year from above-plan profit. Where the production association (enterprise) does not have adequate above-plan profit for this purpose, part of the capital in the reserve (centralized fund) of the ministry (industrial association) for the material incentive fund may be used.

This procedure for stimulating the production of consumer goods in the highest quality category does not apply to new consumer goods of improved quality whose prices include incentive supplements that have been properly envisioned.

39. For additional production of consumer goods and the semifinished parts, assemblies, parts, and assembly components necessary to manufacture these goods, and goods for children* beyond the assignments established for production associations (enterprises) for the corresponding year in the five-year plan, additional deductions are sent to the incentive funds in amounts up to five percent of the value of the additional production of these goods in retail (wholesale) prices, but not more than 10 percent of these funds by plan for the particular year.

The specific amounts of additional deductions to incentive funds are determined by the ministries with the consent of the appropriate trade union committees.

These deductions to incentive funds are made out of and within the limits of the above-plan profit of production associations (enterprises). Where the above-plan profit of the production associations (enterprises) is inadequate for this purpose, part of the capital in the reserve (centralized fund) of the ministry (industrial association) for incentive funds may be used.

Additional deductions to the incentive funds are distributed between the material incentive fund and the fund for sociocultural measures and housing construction proportional to their size.

This procedure for stimulating production associations (enterprises) to increase the production of consumer goods does not apply to articles made of scrap material; profit from the sale of such goods remains at the disposal of the production association (enterprise).

* At production associations (enterprises) where the production of consumer goods is not the chief output, with the exception of production associations (enterprises) that produce items for children.

40. At the end of the year the unused savings in the wages fund (within the limits of above-plan profit) obtained as compared to the established norm or planned wages fund is transferred to the material incentive fund of the production association (enterprise) on the condition that the production plan and assignments for raising labor productivity were fulfilled.

Where the wages fund is overexpended money from the material incentive fund is used to cover the shortage (within the limits of the savings of the wages fund transferred to the material incentive fund in the preceding year).

41. The sum of incentive funds accumulated by production associations (enterprises) for the year in fact, including the sum of centralized funds of all-Union (republic) industrial associations and ministry reserves for incentive funds, should not exceed the sum of these funds calculated for the ministry as a whole based on indexes of fulfillment of the ministry's annual plan.

In those cases where the sum of incentive funds accumulated by production associations (enterprises) for the year in fact, including the unused part of the ministry reserve for incentive funds and the centralized fund of the industrial association for the current year, exceeds the sum of these funds calculated for the ministry as a whole, the ministry pays the amount of excess to income for the corresponding budget using fund reserves and, where they are inadequate, the fund reserves of the following year.

If the sum of deductions to incentive funds figured for all-Union (republic) industrial associations on the basis of the indexes and norms of deductions to these funds established for them is greater than the sum of deductions to incentive funds figured for the subordinate production associations (enterprises) including deductions to centralized funds, the additional amount is paid to centralized funds from the ministry's reserve for these funds.

If, based on indexes of the work of all-Union (republic) industrial associations as a whole, the sum of deductions to incentive funds is less than the sum deducted to these funds at subordinate production associations (enterprises) including deductions to centralized funds, deductions to the centralized funds of these associations are reduced by this difference. The amount of this difference is transferred to the ministry reserve.

The amount by which the incentive funds accumulated by production associations (enterprises) exceed the sum of incentive funds calculated for the ministry as a whole for the year is determined separately for each fund where such excess occurs. The total sum of this excess on funds may be withdrawn to the budget from balances in incentive fund reserves,

including funds for which no such excess is observed. Where the balances of incentive fund reserves at the start of the year are inadequate, payments to the budget are made from current deductions to reserves. In this case the calculated balance of incomes and expenditures of the ministry is corrected to show the decrease in deductions to the corresponding incentive funds and the increase in the free profit balance being paid to the budget.

In these cases ministries make additional payments to the budget out of profit in planned amounts on a centralized basis.

For ministries that have been switched to normative distribution of profit, where the sum of incentive funds calculated for the ministry as a whole using fund-formation indexes and norms established for it is greater than the sum of incentive funds accumulated by the production associations (enterprises) including the sum of reserves (centralized funds) for incentive funds, the ministry reserve is increased by this difference.

42. The amounts of bonuses paid to workers according to the wages fund are included in the material incentive fund. In addition, this fund includes other incentive capital used in special bonus systems for special purposes.

IV. Expenditure of Capital in Incentive Funds of Production Associations (Enterprises).

43. The capital in the material incentive fund and fund for socio-cultural measures and housing construction is expended by joint decision of the administration of the production association (enterprise) and the appropriate trade union committee in conformity with an estimate ratified by them.

Draft estimates of expenditures of incentive funds should be submitted for discussion by labor collectives, and after they have been properly ratified they are proposed for a collective contract. The administration and trade union committee inform workers and employees of performance of these estimates at times envisioned by the collective contract.

44. When the estimate of expenditure of the material incentive fund, including the fund balance from the preceding year, is being drawn up, the administration and trade union committee envision its use in the following principal areas, indicating specific amounts for each category of employees in the scheduled labor force:

- a. for bonus payments for fulfillment and overfulfillment of the plan according to established systems of bonus payments, above all for improving quality

indexes and fulfillment of assignments and obligations for delivery of output in conformity with contracts concluded (orders) taking into account the results of socialist competition;

- b. for bonus payments based on the results of intraplant socialist competition and inspections and contests aiming at identifying and utilizing production reserves;
- c. for one-time incentive payments to individual workers for performance of particularly important production assignments;
- d. for payment of awards to enterprise employees, and to other employees in the established manner, for the general results of the year's work for the production association (enterprise).

The statute on the procedure and conditions for payment of the award for general results of the year's work is ratified by the manager of the production association (enterprise) jointly with the trade union committee taking into account recommendations ratified by decree No 217/P-9 of the USSR State Committee for Labor and Social Problems and the AUCCTU on 8 July 1977:

- e. for one-time assistance to employees;
- f. to pay for regular vacations for employees in the part corresponding to that share of their wages that is paid from the material incentive fund and rayon coefficients of bonuses figured from this fund;
- g. to pay bonuses and incentive payments for other work achievements.

The concrete areas of use of capital in the material incentive funds are determined by the administration of the production association (enterprise) jointly with the trade union committee.

45. For bonus payments to workers, managers, engineering-technical personnel, and employees for the results of the first and second months of each quarter, production associations (enterprises) take advance deductions from profit to the material incentive fund in amounts that support payment of bonuses to the employees in conformity with established bonus payment systems. Advance deductions are also made to pay bonuses to the winners of intraplant socialist competition and for one-time incentive

payments within the limits of sums envisioned for this purpose in the plan of the quarter.

Payment of bonuses and other amounts to employees for the results of work in the third month of each quarter is made within the limits of the balance in the material incentive fund calculated by indexes of the work of the production association (enterprise) in running total from the start of the year. In this case, amounts reserved to pay awards to employees for the general results of work of production associations (enterprises) for the year's results are excluded from this balance.

46. Free balances in other sub-headings of the estimate of the material incentive fund may also be used, when annual plans for fund-formation indexes are fulfilled and overfulfilled, to increase the amounts of awards to all categories of employees for the general results of work of the production associations (enterprises) for the year's results. (with the exception of the capital earmarked in the estimate for this purpose). In this case that part of the capital earmarked in the estimate for bonus payments to managers, engineering-technical personnel, and employees based on established bonus systems for the principal results of economic work but not spent during the year in connection with failure to fulfill monthly or quarterly plan indexes, should be entered in the reserve of the production associations (enterprises) in the amount of at least 25 percent and can be used in the established manner for material incentive in the following year. The specific amounts of capital subject to reserve is determined by the manager of the higher-ranking organization with due regard for the intensity of plan assignments and conditions of their fulfillment.

Where annual plan assignments for fund-formation indexes are not fulfilled the award is paid in reduced amounts within the limits of the material incentive fund figured according to established norms based on the year's results, minus payments made during the year. The decrease in the amounts of award payments for results of the year's work should be made in comparison with planned sums envisioned for this purpose in the expenditure estimate of the particular fund.

In this case the planned sums of awards envisioned by the estimate are usually reduced proportional to the overall decrease in the planned material incentive fund owing to failure to fulfill the plan.

The specific amounts of decrease in the award for results of the year's work are established for management workers of production associations (enterprises) by the manager of the higher-ranking organization with the consent of the appropriate trade union committee, while for employees of production associations (enterprises) they are determined by the managers of these associations (enterprises) with the consent of the corresponding trade union committees.

Where an overexpenditure of the wages fund recalculated in the established manner as a percentage of plan fulfillment has not been repaid, the award paid to management workers at production associations (enterprises) for the overall results of the year's work by these associations (enterprises) is reduced by up to 50 percent.

47. One-time incentive may be granted in the form of a monetary award or in the form of gifts.

Bonuses, incentives, and awards paid out of the material incentive fund, with the exception of capital spent to grant one-time assistance and to buy gifts, is included in the average wage of the employee. When the average wage is computed to pay for the time of business trips, performance of state and public duties, and in other cases where average wage is computed in conformity with decree No 142 of the USSR People's Commissariat of Labor of 2 April 1930 entitled "Average Earnings and Payment for the Incomplete Month," the earnings for each month include one-twelfth of the award paid for the general results of work in the preceding calendar year.

48. The estimate of expenditure of the fund for sociocultural measures and housing construction recommends chiefly the following areas of use, with due regard for solving the most important social problems of labor collectives:

- a. construction (share participation in construction), expansion, and capital repair of residential buildings, children's institutions, preventive medical institutions, clubs, sports facilities, and other cultural-domestic facilities and purchase of furniture, equipment, apparatus, specialized means of transportation, and the like for these facilities;
- b. public health measures, including the purchase of medicines and passes for rest and treatment that are issued from state social insurance capital and the capital of the trade union budget;
- c. cultural-educational and physical training activities, and purchase of graphic agitation materials;
- d. reducing the cost of eating in public dining halls and canteens at associations (enterprises) and improving the diet of children at nursery schools and at Pioneer and health camps and of employees taking courses of treatment at preventive medical institutions;

e. other purposes envisioned by measures for social development of labor collectives.

The specific areas of use of the fund for sociocultural measures and housing construction are determined by the administration of the production association (enterprise) jointly with the trade union committee.

As a rule, 8-9 percent of the fund for sociocultural measures and housing construction of the particular production association (enterprise) can be used for partial compensation of expenditures for maintaining cultural-domestic facilities and Pioneer camps.

Sums of capital taken from the fund for sociocultural measures and housing construction to finance the construction (share participation in construction) of residential buildings, children's institutions, preventive medical institutions, clubs, sports facilities, and other cultural-domestic facilities are envisioned in the financial plans and capital construction plans of production associations (enterprises) in conformity with the draft five-year and annual plans submitted by them.

Where the plan for fund-formation indexes is not fulfilled and the fund for sociocultural measures and housing construction is smaller than planned, it is recommended that the capital in this fund be directed first of all to financing housing and cultural-domestic projects under construction in conformity with annual plans.

49. Part of the capital in the material incentive fund may also be used for housing construction and sociocultural measures.

The incentive funds may also be used to help employees of production associations (enterprises) by outright material grants and partial repayment of bank credit for cooperative and individual housing construction.

All housing built with capital from the fund of sociocultural measures and housing construction is filled according to a list ratified by a joint decision of the administration and trade union committee with subsequent notification of the executive committee of the Soviet of People's Deputies.

In buildings constructed by the city executive committee on a share participation basis using capital from the fund for sociocultural measures and housing construction of production associations (enterprises), these associations (enterprises) assign the city executive committee not more than six percent of the housing space to be given to citizens being moved out of buildings subject to tearing down in connection with dedication of land to new housing construction and up to two percent as

service areas for employees directly engaged in serving and operating the housing.

50. The capital in the incentive funds is used strictly according to assigned purpose. Unused balances in funds carry over to the next year and are not subject to withdrawal.

Remark: The Basic Statutes have six appendices which give examples of calculating the incentive funds and norms for their formation.

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PROBLEMS IN IMPROVING EFFICIENCY OF FARM LABOR

Kiev EKONOMIKI SOVETSKOY UKRAINY in Russian No3, Mar 80 pp 92-94

[Article by I. Belokon', candidate of economic sciences: "Pressing Problems of Increasing Labor Efficiency in Agriculture"]

[Text] Last year in Poltava there was a republic scientific and practical conference entitled "Socio-Economic Problems in the Utilization of Labor Resources in Agriculture," which was organized by the State Committee of the Ukrainian SSR for Labor, the Council for the Study of Productive Forces of the Ukrainian SSR under the Ukrainian SSR Academy of Sciences, the Poltavskaya Obkom of the Communist Party of the Ukraine, EKONOMICHESKAYA GAZETA, the Scientific Council of the Ukrainian SSR Academy of Sciences "Socio-Economic Problems of the Population of the Ukrainian SSR," and the Poltavskaya Oblast council of scientific and technical societies.

More than 150 people participated in the work of the conference: eminent scientists from Moscow, Leningrad, Kiev and Minsk, workers of party, state, and trade-union agencies, ministries, departments, oblast labor agencies, scientific organizations, VUZ's and the system of vocational and technical education. The conference was opened by the secretary of the Poltavskaya Oblast Committee of the Communist Party of the Ukraine, I. Ye. Gorobets, who emphasized the urgency of the problem under consideration in the circumstances of intensification of production. At the plenary meeting, the participants in the conference heard nine reports on crucial socio-economic problems in the reproduction of rural labor resources.

In a report entitled "Main Directions of Socio-Economic Development of Rural Areas in Light of the Decisions of the 25th CPSU Congress and the July (1978) Plenum of the CPSU Central Committee," the first secretary of the Poltavskaya Obkom of the Communist Party of the Ukraine, F. T. Morgan, discussed the role of the CPSU agrarian policy in the radical socio-economic transformation of rural areas. During the period since the March (1965) Plenum of the CPSU Central Committee the fixed production capital of the kolkhozes and sovkhozes of Poltavskaya Oblast has increased 2.6-fold, power availability for labor -- 3.2-fold, and the number of specialists in the branch -- 2-fold (comprising an average of 26 people per farm). The deepening of

specialization and concentration of agricultural production on the basis of interfarm cooperation and agro-industrial integration is the main path of the development of agriculture in the oblast. The changeover of the branch to a firm industrial basis improves the economic indicators of the kolkhozes and sovkhozes and raises the level of the utilization of their labor potential as well as the level of the life of rural workers.

F. T. Morgan also noted, however, that the advantages of the socialist way of management and the achievements of scientific and technical progress and advanced practice are still not being utilized fully enough or extensively enough. As a result, many farms of the oblast are experiencing a shortage of skilled personnel and specialists. Moreover, three-fourths of the people who have left Poltavskaya Oblast in recent years have been people of working age and one-third of them have been graduates of schools and other training institutions or people who have been released from the army. Thus the task consists in creating more favorable conditions for the objective processes that are transforming rural areas, to improve the control of them and to solve organizational-production, socio-demographic and cultural-personal problems of modern rural areas promptly, comprehensively and on a scientific basis.

P. P. Marakulin, a professor and doctor of economic sciences (Council for the Study of Productive Resources of the Ukrainian SSR under the Ukrainian SSR Academy of Sciences) in a report entitled "Crucial Problems in the Development of Productive Forces of the Ukrainian SSR and Efficient Utilization of Labor Resources in Agriculture," formulated the main directions for further development of rural productive forces and emphasized the importance of research into socio-economic problems of labor. The speaker drew the attention of participants in the conference to the need to take into account the labor resource factor when planning the development of agricultural production. As was pointed out in the report, under the Tenth Five-Year Plan, about 72 percent of the additional need for labor force in the various branches of the republic's national economy will be covered by the natural increase in labor resources. The remainder must be provided by releasing labor force from agriculture where there are still certain potential labor reserves at the present time. But the role of this source should not be overestimated, since the number of migrants from rural areas is almost twice as great as the economically expedient reduction of employment in agricultural production. Important ways of solving this problem, in the opinion of the speaker, should be reducing the immense losses of working time that result from labor turnover and also narrowing the sphere of application of manual labor.

As a result of the high and not always regulated migration of rural population from the kolkhozes and sovkhozes of many suburban industrially developed and steppe regions, even at the present time we are experiencing a shortage of labor resources. Consequently, before releasing a certain part of the labor force from agriculture, it is necessary to ensure the corresponding increase in labor productivity in the branch.

The deputy chairman of the State Committee of the Ukrainian SSR for Labor, N. D. Shenkarenko, gave a report entitled "Increasing the Efficiency of Public Production -- a Most Important Area of the CPSU Economic Strategy." It was noted in the report that the increased significance of intensive methods of management and the reliance on quality indicators of economic growth are brought about by objective conditions of the development of the country's economy.

The main ways of increasing the efficiency of the utilization of labor resources in agricultural production were discussed by the Ukrainian SSR deputy minister of agriculture, N. M. Rusol, in a report entitled "Utilization of Labor Resources on Kolkhozes of the Ukrainian SSR." In particular, he emphasized the need for optimizing the branch structure of agricultural production, improving the structure of the planted areas, essentially raising the level of comprehensive mechanization of production, improving production organization, introducing scientific organization of labor, and so forth. In the opinion of the speaker, a special role in ensuring year-around employment of agricultural workers should be played by subsidiary enterprises and industries.

The report of the Ukrainian SSR deputy minister of sovkhozes, V. Ye. Zhambravskiy, entitled "Socio-Economic Problems with the Utilization of Labor Resources on Farms of the Ukrainian SSR Ministry of Sovkhozes," was devoted to problems of providing the farms with skilled personnel, above all machine operators, introducing the Shchekino method on the sovkhozes of the ministry (at the present time only about 3 percent of the sovkhozes of the republic are operating according to this method), introducing scientific organization of labor on the sovkhozes (416 sovkhozes of the Ukraine have been changed over to this progressive shop structure for administration), improving the planning of labor in agriculture, and so forth.

In a report entitled "Questions of Improving the Training of Personnel for Agriculture in the System of Specialized Vocational and Technical Education," which was given by the deputy chairman of the Ukrainian SSR State Committee for Vocational and Technical Education, B. P. Andreyev, he considered the socio-economic problems of the development of this system of training personnel for the needs of agriculture.

The secretary of the Khmel'nitskaya Oblkom of the Communist Party of the Ukraine, V. S. Mayevskiy, gave a report entitled "A Comprehensive Program for the Utilization of Labor Resources and its Role in Increasing the Efficiency of Agricultural Production (using the example of Khmel'nitskaya Oblast)." The introduction of this program contributed not only to essentially increasing the efficiency of public production, but also to more efficient utilization of labor resources. In agriculture of the oblast along, the introduction of measures from this comprehensive program provided for the conventional release of more than 56,000 people and an economic effect in an amount of more than 50 million rubles during the years of the current five-year plan.

B. S. Khorev, a professor and doctor of geographic sciences, (Center for Studying Population Problems at Moscow State University imeni M. V. Lomonosov), in a report entitled "Problems of Providing Labor in Agriculture (Using the Example of the Nonchernozem Zone of the RSFSR)," described the main features of the development of rural population in the European part of the country, came out in favor of developing a unified program for restructuring rural villages, resolutely criticized the practice of dividing villages into those that are promising and those that are not, and discussed problems of providing the branch with personnel in mass occupations.

The report of the leader of the section of the Council for the Study of Productive Resources of the Ukrainian SSR under the Ukrainian SSR Academy of Sciences, doctor of economic sciences, V. V. Onikiyenko, was devoted to the question of the need to create regional systems for controlling labor resources. The central instrument of the system for controlling labor resources should, in the opinion of the speaker, be comprehensive programs for improving socio-economic conditions for increasing the efficiency of the utilization of labor.

Many aspects of the problem of labor resources of rural areas were analyzed in reports at the plenary session and a whole number of crucial, debatable questions were raised, which were then discussed in detail at meetings of problem sessions. Among them were: problems of reproduction of rural labor resources; problems and peculiarities of employment of labor resources in agricultural production; socio-economic problems of increasing labor efficiency in agriculture, socio-economic problems of improving the system of training skilled personnel for the needs of agriculture; socio-economic problems of developing a social infrastructure for rural areas; problems of improving population distribution; and problems of territorial organization of rural labor collectives.

Reports with a great deal of content were given at the sections by: Professor, doctor of economic sciences, A. A. Bugutskiy (Ukrainian Scientific Research Institute of Economic Organization of Agriculture imeni A. G. Shlikhter); doctor of economic sciences, I. K. Bondar' (Scientific Research Economics Institute of the Ukrainian SSR Gosplan); doctor of economic sciences, G. S. Ptomov (Council for the Study of Productive Resources of the Ukrainian SSR under the Ukrainian SSR Academy of Sciences); professor, doctor of economic sciences, V. A. Pavchak (L'vov Agricultural Institute); professor, doctor of economic sciences, A. N. Kocherga (Council for the Study of Productive Resources of the Ukrainian SSR under the Ukrainian SSR Academy of Sciences); doctor of economic sciences, L. A. Shepot'ko (Institute of Economics of the Ukrainian SSR Academy of Sciences); professor, doctor of economic sciences, V. A. Krisanov (Khar'kov Agricultural Institute); doctor of geographic sciences, P. V. Voloboy (Scientific Research Economics Institute of the Ukrainian SSR Gosplan); doctor of economic sciences, M. L. Spektor (Tselinograd Agricultural Institute); candidate of economic sciences, A. I. Dotsenko (Council for the Study of Productive Resources of the Ukrainian SSR under the Ukrainian SSR Academy of Sciences); candidate of economic sciences, Yu. G. Svatko (Scientific Research

Economics Institute of the Ukrainian SSR Gosplan); candidate of pedagogical sciences, I. N. Nazimov (Institute of Economics of the Ukrainian SSR Academy of Sciences); candidate of economic sciences, N. N. Filippov (Sverdlovsk Institute of the National Economy); and candidate of economic sciences, A. A. RAkov (Scientific Research Institute of Economics of Production Mechanization under the Belorussian SSR Gosplan).

The conference approved specific recommendations for the corresponding ministries, organizations and departments. The resolution that was adopted emphasizes the need to continue scientific and practical research for solving the crucial socio-economic problems of rural labor resources. The following were earmarked as main directions for this research: improving the conditions for the formation and provision of efficient employment of labor resources in rural areas of the republic, providing material-technical and organizational support for efficient utilization of the labor force in branches of agricultural production, improving the system of training of skilled personnel and specialists for the needs of the sovkhozes and kolkhozes, further developing the rural infrastructure, improving territorial organization of rural labor resources, raising the theoretical level of research and so forth.

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EDUCATION

MAKAROV ON IMPROVING EFFECTIVENESS OF RESEARCH

Moscow VESTNIK VYSSHEY SHKOLY in Russian No 1, Jan 80 pp 3-8

[Article by I. M. Makarov, corresponding member of USSR Academy of Sciences, deputy minister of Higher and Secondary Special Education, USSR: "To Increase the Effectiveness of Research"]

[Text] In implementing the extensive program envisaged by the 25th CPSU Congress for further developing the economy of our Motherland, for increasing the effectiveness of production and the quality of products, and for the growth of the welfare and culture of the Soviet people, the rate of scientific-technical progress and acceleration of utilization of the achievements of science and technology in the national economy are of decisive significance. The Soviet university, with its highly-skilled scientific-pedagogical staff, is called upon to make an important contribution to the solution of these problems.

Rapid growth in the volume of scientific research work is a characteristic feature of the present stage of development of the university. Expenditures for research and scientific studies are growing year by year in the higher educational institutions. This dictates the necessity for continually increasing the quality of the scientific activity of the university for the purpose of increasing its contribution toward solving the urgent problems of the basic and applied sciences, and increasing the quality of the training of specialists.

The party and the government are continually devoting attention to the development of science at the institutions of higher education. As is well-known, in April 1978 the CPSU Central Committee and the USSR Council of Ministers adopted the special decree, "On Increasing the Effectiveness of Scientific Research Work in the Institutions of Higher Education". This past summer of 1979, the decree of the party and the government, "On the Further Development of the University and Increasing the Quality of the Training of Specialists" demonstrated anew the necessity for further perfecting the organization and planning of the scientific research conducted at VUZ's (Institutions of Higher Education), as the foundation for improving the education and training process.

Since the decree of the CPSU Central Committee and USSR Council of Ministers of 6 April 1970 was issued, a good deal has been accomplished at the universities toward its practical implementation. As is well-known, this decree introduced much that is new in principle in organizing and planning scientific activities at the VUZ's: a list has been drawn up of the leading institutions of higher education in which the new form of organizing scientific work in the VUZ is being introduced—the scientific research unit; a self-supporting scientific association has been created in Minvuz, RENFOR (Ministry of Higher Education); resolutions have been adopted for creating inter-VUZ centers to serve scientific research, for conducting a contest for the best scientific work at a VUZ; and others. In this connection it has become necessary to review the old, and to create new regulations, instructions and other documents which regulate the organization of research at the university. At the present time, all of this work is basically complete.

Of course, study of the documents cited is important. But it is only an initial stage of this enormous project, which is being carried out and which will be conducted, for changing over to the new conditions for planning and organizing VUZ research. A great deal of time and effort have been expended in the course of this stage; now it is necessary to organize the subsequent efforts, directed toward implementing the 1970 decree of the party and the government, in a very well-thought-out and precise manner.

Implementing the measures envisaged in the decree in the area of perfecting the planning of scientific work in the VUZ's calls for special attention. The party and the government have set the task for significantly expanding the participation of the university in carrying out programs and work directed toward solving scientific-technical problems—taking part in the plans of the USSR Academy of Sciences and the academies of sciences of the union republics, in the sector and union republic plans for scientific research work and in utilizing the achievements of science and technology in manufacturing. As is well-known, at the present time planning is proceeding at full speed in all academies of sciences as well as in industrial branch ministries and departments and their leading organizations, for formulating the plans and programs for the 11th Five-Year Plan. In this connection, the rapid introduction of systems for planning research in the universities—systems which assure the extensive representation of VUZ work in these plans and programs—will become the first priority task.

For these purposes there is urgent need to organize the research themes for the coming five-year plan in conjunction with the academic and primary industrial organizations, and to select the most prominent and promising VUZ studies in order to include them in the appropriate plans and programs. The leading VUZ's are faced with especially large assignments. Reflection of the basic part of the scientific themes of these VUZ's in the nationwide, industrial sector and republic plans and programs would be a proper achievement.

The administrative organs of the universities are called upon to participate much more actively in the formulation of plans for the most important VUZ work, bearing in mind that the success of the university in the area of the development of science and new technology in the 11th Five-Year Plan depends to a

large extent on the timeliness and quality of the proposals for the VUZ's participation in this most important work, and on the degree to which the rectortates and the VUZ administrative organs consistently and persistently defend these proposals before the leading organizations and ministries.

Meanwhile, it is proper to emphasize that while examining the proposals for VUZ participation in the solution of basic scientific-technical problems and fulfilling the industrial sector and republic plans for research, it is at the same time necessary to strive for support for the impending work in terms of the required quotas, appropriations and funds for material-technical resources at the expense of the interested ministries and departments.

The decisive factors for increasing the effectiveness of research work in the VUZ are, selecting the most promising scientific sectors; that is, those which have the greatest influence on the development of technology, on manufacturing, industrial and agricultural production; and concentrating available strengths and resources on these sectors. With respect to this, the establishment of complex special-purpose programs and coordinated plans for work by the VUZ's on different scientific and scientific-technical problems has very great significance.

The ministry has already approved part of the coordinated plans and programs, and development of their other parts is being carried out. These plans concern such highly important problems as, "Robots and Automatic Technical Systems", "Systems for Automated Designing", "Protection of the Environment", and "Research and Assimilation of the World Ocean". A program has been adopted jointly by the GKNT (State Committee for Science and Technology) and the USSR Academy of Sciences on automation of experiments, and a number of others.

But this is only the beginning of the concentration of forces and resources of the higher educational institutions for the solution of urgent problems of science and technology. A number of collectives at large VUZ's are working in such important sectors as power engineering, protection of metals from corrosion, and powder metallurgy; and in order to more effectively utilize their potential, we have commenced working out inter-VUZ plans and programs which will be coordinated with the nationwide plans and programs.

Working out and implementing the inter-VUZ complex special-purpose scientific-technical programs is a complicated and highly responsible matter. A great deal of preparatory work is required here: the selection of the VUZ's and other organizations to carry out this work, which possess the staffs of skilled workers, and a scientific undertaking in the corresponding areas of science and technology; allocation of tasks according to the periods and the organization assigned to carry them out; and defining the required material and financial resources, and their sources. Considering the specific nature of the financing and the material-technical support for scientific research and development at the university, it is very important to make well-thought out selection of the scientific and scientific-technical problems for which inter-VUZ special-purpose programs are to be developed. Such problems cannot be numerous, and they must be truly the most important, key questions the accelerated solution of which will provide a significant scientific and national economic impact.

By now no one has to be convinced of the fact that training skilled specialists under modern conditions can be accomplished on the basis of active research work at the higher educational institutions. On this basis alone, new courses and lectures can be developed, modern student laboratories can be created, high-quality textbooks can be written and educational supplies obtained. And it is this factor that also determines the continuing increase in the qualification of the instructors. As a result, the educational process is enriched and students are attracted to creative work.

It is especially important to recall at this time the profound ties of science and higher education, in connection with the beginning of active preparation of plans for developing higher educational institutions in the 11th Five-Year Plan. While formulating these plans, it is necessary to allow for the intensive development of the scientific subsidiaries of the VUZ's as bases for improving the training of specialists in the future. The basic directions of the scientific activity of the VUZ for the coming five-year plan, measures for raising the theoretical level of research, creation of new scientific establishments and developing the material basis of those which exist at this time, training the scientific staff, etc., must be defined in the plans. At the same time, special attention must be devoted to the development of basic research, which represents the basis for highly-effective technical solutions, and creation of principally-new technological processes. Expansion of such research in the VUZ is especially needed in connection with the planned university level courses for training specialists with a broad background.

The development of basic research at the university is not possible without close coordination of this work with the USSR Academy of Sciences. In this connection, I would like to recall the joint session of the Presidium of the USSR Academy of Sciences and the collegium of MinVUZ, USSR, which convened in the summer of 1979, at which the tasks were discussed for further strengthening the creative bonds between the universities and the institutions of the academy. The joint resolutions adopted here create a fine basis for developing collaboration between the VUZ and the institutions of the USSR Academy of Sciences. These resolutions must be supported by direct expansion of contacts at the level of VUZ-NII (Scientific Research Institution). Perfecting the organizational forms of such contacts is also important, imparting to them a concrete, businesslike character.

A significant role in increasing the effectiveness of VUZ research must be played by the further development and deepening of collaboration of educational institutions with the organizations and enterprises of the national economy. Experience shows that research develops far more fruitfully at those VUZ's which have established firm creative contacts with the establishments of the corresponding industrial sectors. The successes of such leading educational institutions as the N. E. Bauman MVTU (Moscow Higher Technical School), MEI (Moscow Power Engineering Institute), MAI (Moscow Institute of Architecture), the D. I. Mendeleev MKhTI (Moscow Institute of Chemical Technology), MINSKhIOP (the Academician I. M. Gubkin Moscow Institute of the Petrochemical and Gas Industry), MIIFI (Moscow Engineering and Physics Institute), and the Moscow Institute of Mining, are to a large extent explained by the close mutual ties with the branch ministries, their head organizations and enterprises.

The need for developing networks of branch scientific research laboratories in the VUZs was noted in the aforementioned 1978 decree of the CPSU Central Committee and the USSR Council of Ministers. And the number of such laboratories is increasing constantly. Fifty-nine were established in 1978 alone, and they now number more than 800. Not long ago the collegium of the USSR MinVuz examined a network of such establishments and noted the high degree of effectiveness of this form of organising scientific work at the VUZ level. The vast majority of such laboratories are working in the area of the physics and chemistry of semiconductors, in radio-electronics, chemistry and chemical engineering, and in other modern sectors of science and technology.

At the same time there are still serious shortcomings in the work of the laboratories of many industrial sectors. Not always, for example, is their activity directed toward solving the large, long-term problems of the sector. Research projects and studies carried out in them frequently have narrow applications or are of a private nature. It is still rare for such laboratories and their departments to be established at the facilities of the enterprises and client-organizations (as the decree envisages).

The existence of firm, long-term ties of VUZ's with the industrial sectors creates favorable conditions for introducing the results of finished research into production; and this is very important: although the mount of university work which one finds put to practical use, and the economic impact from its utilization is growing constantly, one cannot consider the state of affairs in this area to be favorable. There are still quite a number of interesting, long-term studies which are capable of making a significant economic and social impact, which have not been put to practical use.

Analysis shows that the basic reasons for difficulties in the solution of these problems are the presence of interdepartmental barriers and the lack of adequate experimental production and design facilities at the VUZ's. The most important lever in the matter of accelerating the utilization of the scientific achievements in the national economy is perfecting the planning of research projects and studies. It is not by chance that the results of VUZ projects which have been carried out according to the industrial sector and republic plans for conducting research, and the introduction of achievements of science and technology to production, as a rule, yield practical results more rapidly: they are constantly under the surveillance of the interested ministries and departments; and the organizations in the industrial sector make contact with their designs and with their completed experimental-manufacturing work in a more timely manner. In addition, the necessary capacities and resources for assimilating these studies in the sectors can be planned for in advance.

Also, it is often the case that VUZ instructors who are the authors of interesting work of long-term significance to the national economy do not display the proper interest in putting their scientific achievements to practical use, and confine themselves to formal presentation of a report on the completed thesis, and scientific publication. Undoubtedly those VUZ administrators act properly who attempt to overcome such an orientation, and consider the importance of the economic and social results which come from the realization of this or that scientific study upon funding the project and allocation of material-technical resources, and defining the form of the moral and the size of the material stimuli for the scientific-pedagogical workers.

As before, one of the basic factors which reduces the effectiveness of the scientific research work in the VUZ is their lack of experimental and design facilities. After all, without the proper designing and engineering study not a single scientific-technical proposal from the VUZ, even the most valuable, can be accepted for broad introduction. And transfer of the results of the research to the industrial sector organizations for completion often delays the process of introduction for years. Additionally, the authorship of the VUZ is often lost in the process. Of course it is unrealistic and hardly expedient to figure on creating a sufficiently strong design bureau and experimental production, capable of providing the necessary "finishing" for all projects—at times, extremely diversified—at each educational institution. In this connection, the experience of establishing inter-VUZ design bureaus and experimental plants on the facilities of the very largest VUZ's in a number of republics (specifically, Kazakhstan, Belorussia and Kirgizia) deserves careful study.

Establishing inter-VUZ centers to serve scientific research should also render significant assistance in solving these problems. As is well-known MinVUZ, USSR, has adopted a resolution for constructing such a center in Dnepropetrovsk, and this center is already being designed. In the future the system of centers such as this will be expanded.

An important indicator of the originality and scientific level of their research is their protection capability and the number of certificates of authorship and patents received upon completion of the studies. One can say that on the whole the situation with respect to invention and patent-licensing work in the universities is improving from year to year. In 1976 alone, more than 11,600 certificates of authorship and 320 patents were received for inventions in the universities of MinVUZ, USSR. Six licenses were sold to foreign firms and organizations; the funds received from this are being directed toward purchase abroad of unique equipment and scientific literature.

At the same time we should not become tranquilized by the generally satisfactory nature of the indicators for this work. There are still universities where only one research fellow has received a certificate of authorship. And more than half of the claims submitted by the research fellows at certain universities are rejected by the USSR State Committee on Inventions and Discoveries because the work is not innovative; this means that large financial and material resources were spent ineffectively.

And there are cases where, because of lack of control, scientific-pedagogical workers have published the results of their finished research without the necessary patents to protect them, which leads to loss of priority and precludes the possibility of returns for these products from abroad on a commercial basis.

It is necessary to decisively contest the attitude which is still found in many universities, that patent and licensing work is of secondary importance. Practical work has shown that well-organized activity of patent and scientific-technical information services permits significant increase in the effectiveness of research and avoids unnecessary expense. We must strive to ensure

that every research topic which can be applied to industry, included in the university's plan, has the required technical-economic backing and receives thorough preparation for patenting. Each instance in which a certificate of authorship is rejected because of lack of innovation in the work must be given proper attention.

As before the question of material-technical support for research is acute. Unfortunately, fundamental changes in equipping the universities with modern equipment have not yet been effected, particularly with regard to facilities for automation of research—which would permit increasing the productivity of scientific labor tenfold, a hundredfold. You see, modern instruments and equipment for processing experimental data, produced by native industry, are hardly ever received by the universities. MinVuz, USSR, and the Presidium of the USSR Academy of Sciences plan to take a number of joint measures to correct the existing situation. Specifically, it is planned to bring out and select original studies on new models of instruments and equipment, to complete them jointly, and to manufacture them at the enterprises of the NTO [Scientific and Technical Department] of the USSR Academy of Sciences, for transfer to the academy's NII [Scientific Research Institute] and to the universities.

But implementing these resolutions is a matter for the future. And the university administrative organs and the rectors at the VUZ's have already been called upon to utilize all of their capabilities and reserves to strengthen their scientific laboratories and experimental facilities at the learning institutions. The scientific and national economic significance of the research and studies conducted by the VUZ's depends to no small degree on successful solution of this problem. Naturally, appropriations for acquiring instruments and equipment, as well as funding for material-technical resources, will be allocated by the planning organs primarily to support the projects envisaged in the plans for the economic and social development of the USSR and in programs for solving the basic scientific-technical problems and for conducting other important research.

Placing scientific projects on a high methodical and experimental level can to a significant degree help to strengthen the creative cooperation among the VUZ's and the academic branches of NII. The VUZ's should take utmost advantage of this cooperation in utilizing the modern scientific instruments, the apparatus and the computer facilities at these NII. It is also expedient for the VUZ's to strive to make wider use of the scientific equipment and other material-technical resources at enterprises and client organizations, for conducting research on contract. The obligation of the client in this respect should be stipulated in the economic agreements.

Finally, large reserves for improving the state of the scientific equipment at the VUZ's can be found by means of making utmost use of the existing instruments and equipment at the VUZ's themselves. It is particularly inappropriate for unique and expensive apparatus and computer equipment to be utilized ineffectively. Close and continuous control must be established over the use of the most valuable instruments and apparatus; when necessary, two-shift and even three-shift operations should be established.

The university is faced with great and responsible tasks in the area of further developing and increasing the effectiveness of scientific research and in increasing their contribution to the solution of the most important problems of scientific-technical progress. Success in the matter of improving the training of specialists for the national economy depends to no small degree on the extent to which these problems are successfully solved.

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EDUCATION

REGULATIONS FOR ADMITTANCE TO VUZ'S IN 1980

Kiev PRAVDA UKRAINY in Russian 19 Mar 80 p 4

[Article: "VUZ's Await Replacements"]

[Text] The USSR Ministry of Higher and Secondary Specialized Education has approved the regulations for admission to VUZ's in 1980.

Over one million persons will be admitted to day, evening, and correspondence divisions of VUZ's this year. As the TASS correspondent at the USSR Ministry of Higher and Secondary Specialized Education was informed, amendments to the regulations for admissions reflect tasks ensuing from the decree of the CPSU Central Committee and the USSR Council of Ministers "On the Further Development of Higher Schools and Improvement in the Quality of the Training of Specialists." The goal of the changes is to provide more fully highly skilled cadres for the rapidly developing branches of the national economy.

Additional privileges are granted to young people who graduate with gold medals and also to graduates of secondary specialized and secondary vocational and technical educational institutions holding diplomas with distinction. They have received the right to enter VUZ's without taking competitive examinations in the following specialties where there is an acute shortage of cadres: metallurgy, mining and petroleum extraction, the gas industry, construction, transport, agriculture, and other leading branches of the country's economy. These privileges are not extended to applicants to VUZ's in Moscow, Leningrad, and Kiev, as well as to VUZ's of the union republics in the Transcaucasus and Moldavia.

Persons who enter specialties with acute cadre shortages and who have a grade point average in their secondary education of not less than four and one half take two examinations in the occupational discipline. The applicant who earns no less than eight points is accepted into the VUZ. If he receives a mark of "three" in one of these subjects, then he must take all the remaining examinations.

Special attention is being devoted to training highly skilled cadres for Siberia, the North, the Far East, and the Nonchernozem Zone of the RSFSR.

The enterprises of industry, construction, and transport and sovkhozes and kolkhozes which are located here have been granted the right to send their scholarship students, regardless of their length of service, to VUZ's in the regions named (except in the cities of Moscow and Leningrad) to study specialties with acute cadre shortages.

The regulations for admission to agricultural specialties have been amended. Entrants who live permanently in a rural locality are primarily enrolled in day-time courses in agricultural specialties which are very short of cadres. Persons who complete secondary specialized agricultural educational institutions and who have been sent to an institute from kolkhozes, sovkhozes, and other state agricultural enterprises to study an occupational specialty are accepted without competition into day-time studies at agricultural specialized correspondence divisions of VUZ's.

Because of the 22nd Olympic Games the schedule for entrance examinations to the day-time division at VUZ's has been changed in cities where sports competitions are being held. Documents will be accepted from 20 June to 31 July in Moscow, Tallin, and Minsk. Entrance exams will be taken from 20 August to 10 September in Moscow and Tallin and from 10 to 25 August in Minsk. First year students will begin classes on 5 September in Minsk and on 15 September in Moscow and Tallin.

It should be stressed that there will be no limitations on accepting out-of-town youths at VUZ's in Olympic cities. The entrant is free to select any academic institution which meets his purpose. At the same time each VUZ in Moscow will accept students depending on the number of spaces in the dormitories. The USSR Ministry of Higher and Secondary Specialized Education recommends that out-of-town entrants make inquiries early about the presence of dormitory space at the VUZ they are interested in.

Dormitories will be made available to entrants to Moscow VUZ's as of 15 August. Therefore, admissions documents must be sent in advance by mail marked as to their importance.

Admission to correspondence institutes and to correspondence divisions of vuz's in Moscow for out-of-town youths May through August 1980 will take place at affiliates and academic consultation centers located outside the capital. VUZ's will inform the applicants in advance of the place and schedule of entrance examinations.

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EDUCATION

EDITORIAL SCORES ERRORS, CRIMINAL NEGLIGENCE IN EDUCATIONAL SYSTEM

Tbilisi ZARYA VOSTOKA in Russian 18 Mar 80 p 1

[Text 7] The work being conducted by the Central Committee of the Communist Party of Georgia to accelerate the economic development rate, to strengthen party, state and labor discipline, to step up the struggle against negative phenomena which have taken root in public life has contributed to the further development and improvement of the entire system of public education in the republic in accordance with the requirements derived from the decisions of the 25th CPSU Congress and the 25th Congress of the Communist Party of Georgia.

The healthy segment of the teaching staffs and employees of the schools and organs of public education in the republic--and they constitute the overwhelming majority--have a serious attitude of responsibility toward the fulfillment of their obligations; they are working to strengthen socialist discipline and the strict observance of the rules of school life.

There have been noticeable improvements in the work of the general educational schools and the organs of public education. School construction is proceeding successfully; there has been improvement in the provisions for educational materials, the transition to universal secondary education has been largely completed, the quality of instruction and academic success rate of pupils has improved, the number of children repeating a grade has been reduced, labor education, as well as physical-education and health work has been improved. With the active participation of Komsomol organizations, an effective struggle is being conducted against formalism in educational work.

As a result of all this the authority of the teacher as a central figure in the school has risen immeasurably. A great deal of attention was devoted to this issue by the 4th Congress of Georgian Teachers, which played an important role in the life of the republic's pedagogical community.

Nonetheless, instances of a compromising attitude toward errors committed in pedagogical practice and toward the criminal irresponsibility of certain teachers and school directors have still not been completely eliminated.

The Georgian SSR Ministry of Education has adopted a special letter to be sent to all the republic's teachers and to the employees of the public educational system "Concerning the Further Strengthening of the Uncompromising Struggle to Increase Socialist Discipline and to Eradicate Negative Phenomena in School life." The full text of the letter was published in the 14 March issue of the newspaper SAKHALXHO GANATLEBA.

The discussion primarily concerns the prevalence of cases in which there is a lack of objectivity, as well as liberalism and favoritism, and sometimes profit, in the testing and grading of pupils. The Central Committee of the Communist Party of Georgia, as well as other leading organs of the republic and the editor of ZARYA VOSTOKA have received quite a number of statements and complaints regarding infractions of various kinds and a lack of objectivity shown by certain teachers, school directors and other employees of the organs of public education.

The attention of the Georgian SSR Ministry of Education has been directed to violations of this kind more than once. It has been emphasized that a certain number of the republic's general education schools are still not providing adequate training for graduates according to the complete academic program which has been set out, and their marks on the school certificate do not always objectively reflect the real level of their knowledge. This takes place because the pedagogical collectives in a number of schools have still not created an atmosphere of high standards, objectivity and a conscientious attitude toward their obligations; this contributes to an artificial exaggeration in the number of candidates for gold medals and certificates with high marks.

During the last academic year certain reviews and evaluations did not correspond to the level of the examination papers presented for the gold medal. In view of this fact, 51 candidates were not awarded the gold medal. At the entrance examinations for Tbilisi State University, the Georgian Polytechnical Institute imeni V.I. Lenin and the Tbilisi Medical Institute unsatisfactory grades on the exams were received by 15 gold medal winners, as well as by 1,079 students who had certificates showing an average arithmetical grade of "5" and by 2,363 who had a certificate showing a grade of "4.5." A significant number of school leavers showed a particularly poor grasp of their native language and literature, mathematics, physics and chemistry.

The letter from the Georgian SSR Ministry of Education says that frequently teachers and school directors do not shun all possible types of "attention"; they receive presents, while "active" parents, act as the initiators, hoping to obtain for their children high marks which they have not earned. Gross violations also occur when it is a question of teachers whose children or relatives attend the school where they teach. Instances of this kind have taken place in the schools of Tbilisi, Kutaisi, Zugdidi, and of Gegechkorskiy, Khashurskiy, Gargabanskiy, Dmanisskiy and a number of other rayons in the republic. Some of the school directors and teachers guilty of illegal actions have been fired from their jobs; others have been subjected to strict party and administrative penalties.

Unfortunately, there are also grounds for deep concern about other issues. The former director of the Digomskaya Secondary School in the Mtskhetskiy Rayon, G. Kobiashvili, accepted a bribe from an after-school daycare employee who wanted to be assigned primary school classes; criminal proceedings were brought against the director. Some employees of schools and preschool institutions in Tbilisi, Sukhumi, Gori, in Khashurskiy and other rayons were found guilty of attempting to export illegally certain goods during a sightseeing trip. The head of the methods unit of the Sachkhereskiy Rayon Department of Public Education, K. Khodzhashvili helped in the theft of medicines in short supply; he was arrested. These cases must become the subject of principled condemnation by all pedagogical collectives.

In its letter, the Georgian SSR Ministry of Education demands that all teachers and public education employees put an end to negative phenomena in pedagogical collectives, and that they refuse to tolerate any further violations of pedagogical ethics. Every teacher and every parent must be aware that lowering the standards leads to poor knowledge of the material in the program, and it gives rise to the use of coaches. It is particularly worth noting that abuses which are permitted in the testing and evaluating of students' knowledge make it more difficult to provide young people with the correct vocational orientation. Thus the school artificially increases the number of students wishing to receive higher education at the expense of those who are not adequately prepared for it.

The Central Committee of the Georgian Communist Party has approved the letter from the Georgian SSR Ministry of Education to all of the republic's teachers and to employees in the public educational system, and it has directed the raykoms, gorkoms, and obkoms of the party to work with the organs of public education in discussing the letter in pedagogical collectives, to ensure that there is a high political level to the discussions as well as to organize discussion of this letter in labor collectives. The Central Committee of the Georgian Communist Party attaches great significance to this discussion and thinks that if it is conducted in a serious atmosphere, under conditions of principled criticism and self-criticism, it will undoubtedly lead to positive results.

The school pedagogical collectives must carry out a profound and comprehensive analysis of the local state of affairs; they must uncover inadequacies in the testing and grading of pupils, including those which continue to exist. These abuses have a pernicious influence on the normal course of the educational process; they create situations of conflict between teachers and school pupils, they cause dissension within the collective and they make it more difficult to instill in young people at school high ideological and moral convictions. It is essential to continue displaying an attitude of intolerance toward teachers and school directors who show a lack of principles and responsibility.

It should be kept in mind that the discussion of the letter by the pedagogical collectives should not be limited to simply making people aware of its contents. What is required is a concrete, objective analysis of the facts regarding all aspects of the negative phenomena and the status of the struggle to strengthen socialist discipline in the school in order to eliminate any future possibility of subjectivism, liberalism and favoritism in the grading of students. Teachers who are communists must take the most active part in the discussion of the letter. They are also the ones who must set an example of a principled attitude--truly in the spirit of the party--toward all these issues.

The local party committees have been called on to work constantly to increase the role, location and significance of the schools' primary party organizations in the life of the pedagogical collectives. They are not always or everywhere found at the necessary level, and they do not make use to the necessary extent of the right to monitor the activities of the administration; nor do they exert the desired influence on everyday school life.

At the same time serious attention should be given to increasing the demands made on the primary party organizations of institutions, industrial and agricultural enterprises, construction projects and transportation units to raise the level of responsibility of parents working at these places, and especially to raise the level of responsibility which communists take for the education of their children. There needs to be introduced the practice of discussing these issues at buro sessions and party meetings with the goal of having the school, family and the community working together for the further improvement of instruction, the upbringing of pupils in general education schools and in their preparation for labor.

Our task to eliminate every vestige of the negative phenomena which remain to this day in our school life and to develop worthy citizens of society, patriots and internationalists.

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CSO: 1800

DEMOGRAPHY

CURRENT POPULATION ESTIMATE

Moscow VESTNIK STATISTIKI in Russian No 4, Apr 80 pp 54-63

[Article* by R. Dmitriyeva]

[Text] Data pertaining to size, distribution and composition of population are among the most important statistical indicators. Under socialism, they play an important role in the system of indices of planned development of the economy, culture, improved material welfare of the people, and they are used for both evaluation of the achieved level of economic growth and current, as well as long-range, planning of industrial and agricultural output, size of national income, manpower resources, further development of health care, public utilities and services, culture, etc. Information about the population is acquiring an increasing role in view of the task of elaborating demographic policies. In the regular report of the CC CPSU to the 25th Party Congress, L. I. Brezhnev, general secretary of the CC CPSU, observed: "Problems of the environment and population, which have become more acute in recent times, should not be overlooked by Soviet scientists. It is an important objective for an entire set of natural and social sciences to improve socialist utilization of natural resources and to develop an effective demographic policy."**

The census and current population estimates are the chief sources of information about population; they also include random demographic surveys. In the USSR, vast knowhow has been acquired in organizing population censuses and estimates, and the fullness and reliability of data obtained are widely recognized. At the same time, work is being constantly pursued to improve the quality of this work even more and to provide for comprehensive information for practical and research purposes. The 25th CPSU Congress has formulated the objective of further refinement and improvement of statistical information, in accordance with the increasing demands of management and planning. In implementing this decision of the Party, the USSR Central Statistical Administration and its agencies in the republics,

*With this article, the editorial board of this journal inaugurates a cycle of consultations and articles dealing with questions of population statistics and methods of demographic analysis.

**"Proceedings of the 25th CPSU Congress," Moscow, 1976, p 73.

krays, oblasts and rayons have prepared and successfully conducted the current All-Union census in 1979. The program for processing data on current population estimate has been expanded in connection with the census.

In this article, a description is offered of organization of current population estimate, program for processing information received, as well as measures taken by State statistical agencies to further increase the reliability of demographic data.

Estimate of natural movement of population [i.e., births minus deaths]: In prerevolutionary Russia, statistics on natural population movement were based on incomplete data referable to church records of births, deaths and marriages on the basis of baptisms, funerals and wedding services. Statistics of natural population movement underwent a radical change also after the Great October Socialist Revolution.

On 18 December 1917, the Soviet government promulgated a decree pertaining to keeping special records (books) for registering certificates of civil status (registry offices) for the purpose of recording births, deaths and marriages; on 23 January 1918, the functions of registering certificates of civil status were transferred from the church to agencies of Soviet power. Special registry office ("zags") departments were opened in the nation's cities to administer all work pertaining to registration, and organization thereof was essentially completed in the country by 1923. The only exceptions were the republics of Central Asia and a few outlying regions, where this work was finished at a later time.

In 1919, special statistical cards were filled out for each birth, death, marriage and divorce in order to process data on natural population movement, and they had to be filled out at the same time as certificates, then forwarded to statistical agencies. However, these cards were not always filled out, they were often lost and, for this reason, a change was made in procedure for submitting statistical information to zags agencies. The statistical cards were eliminated, civil status certificates began to be made out in two identical copies, both of which had legal validity. The second copy was forwarded to statistical agencies for processing and with the stipulation of mandatory return to zags agencies for permanent safekeeping. Adoption of this procedure for obtaining statistical information about natural movement of population increased its reliability significantly. This procedure has been retained to this time.

Of course, an enormous amount of mass explanatory and organizational work on the part of local agencies and the broad community was required to set up complete and good records of natural population movement, particularly in areas where registration was virtually absent before the October Revolution.

In the years of Soviet power, the format of records of civil status certificates were repeatedly revised, and the program for records was altered. In 1969, all records gave more information about age (in addition to age, the date of birth was furnished), and additional information about place of work and occupation. In 1979, because of the need to study the influence of socioeconomic factors on demographic processes, additional information about level of education and time lived at the place of permanent residence was added to birth, death, marriage and divorce certificates, and in the death certificate data were furnished on marital status of the deceased; in the certificate of dissolution of marriage there was information about minor children of this marriage.

Let us consider the content of the registration program:

The birth certificate includes such elements as sex, date and place of birth, how many children the mother gave birth to (one, twins, triplets), live or still birth, order of birth; with reference to the father and mother, information is furnished about their nationality, date of birth, age, level of education, occupation, place of work, permanent residence and year in which this residence began.

The death certificate indicates the sex, nationality, time of death, cause of death, date and place of birth, age (for infants under 1 year old, their age in days, order of birth and age of mother), place of permanent residence and year such residence began, marital status, place of work and occupation, and for pensioners their former main occupation. In death certificates for infants who expired before the age of 1 year, such questions as nationality, time of residence, marital status, place of work, occupation, level of education are applicable only to the mother of the dead infant.

In marriage certificates, the following information is furnished for each: nationality, date of birth, age, occupation, place of work, marital status before the marriage, level of education, information about children in common, permanent residence and year such residence began.

In certificates of dissolution of marriage, information is furnished about both individuals concerning date of birth, age, nationality, level of education, marital status at the time of marriage, date of marriage that is being dissolved, number of children in common up to the age of 18 years, place of permanent residence and how long they resided there.

The duties pertaining to keeping records of certificates of civil status are imposed upon executive committees of councils of people's deputies. For this purpose, special books of records of certificates of civil status are kept in municipal and rayon departments of zags offices and in each rural soviet.

Registration of births and deaths is mandatory for all USSR citizens, and this is done at the time established by law. Births are recorded no later than 1 month after the birth of the infant, while stillbirths must be registered no later than 1 day after delivery. Registration of deaths is made no later than 3 days after death occurred; death is verified by a medical certificate and, in the absence of a physician, by a feldsher's report on the death. Violent deaths or cases of suspected violent death are certified by a physician's certificate issued by a forensic medical expert.

The copies of birth, marriage, dissolution of marriage and death (along with medical certificate or feldsher's report) certificates are forwarded to State statistical agencies for encoding and subsequent statistical processing.

Processing program: The CSA [TsSU--Central Statistical Administration] of the USSR gathers monthly and annual reports on natural population movement. The monthly reports differ from annual ones not only in a narrower range of indices, but in that they are prepared on the basis of processing certificates of civil status according to place and date of registration, whereas annual reports are prepared according to date of occurrence and place of permanent residence (in the case of births, place of residence of parents; deaths, last place of residence; married couples, residence of each; divorcing couples, place of residence of the couples or address of zags agency).

The monthly records constitute a summary about the number of registered births, deaths, marriages and divorces. They are obtained as follows: rayon and municipal zags departments prepare a "monthly report on registration of certificates of civil status," which indicates the certificate numbers, total number of births recorded per month, total deaths with separate indication of infants up to 1 year old, marriages and divorces; and this report is submitted to the rayon inspectorate for State statistics or rayon (municipal) computer data station (center), which mails it to the statistical administration of the oblast or republic (without oblast subdivision) after verification and extracting needed data.

On the basis of these reports, the statistical administrations of oblasts and republics prepare a summary report on the number of registered births, deaths, marriages and divorces; the CSA of Union republics submit this summary report to the USSR CSA. Thus, the agencies of State statistics receive current information about the number of births, deaths, marriages and divorces both for the nation as a whole and for different territories--republics, oblasts, administrative rayons and cities.

The statistical administrations of oblasts and republics also prepare a monthly report on number of deaths according to chief causes of death,

with separate listing of infants who died before the age of 1 years, in order to observe the change in number of deaths referable to different causes. To prepare this report, the causes of death are encoded in accordance with a brief list of causes of death, on the basis of certificates issued by physicians, certificates of perinatal death and, for populated centers in rural areas where there are no physicians, feldsher reports on deaths, which are forwarded to the statistical administrations together with the copies of the certificates.

The annual program for processing data on natural population movement includes detailed information about births, deaths, marriages and divorces, separately for the urban and rural population of the USSR, republics, krajs, oblasts and individual cities.

The following information is obtained on the basis of processing certificates of civil status by state statistical agencies: for births--age and nationality of the mother, birth order of the child and age of mother, age of father and mother, sex of infant and age of mother; for deaths--age and sex, nationality, cause of death, age and sex; for deaths under the age of 1 year--sex, number of days and months of life, calendar month of death and birth; deaths up to the age of 5 years--generations; still-births and infant deaths up to the age of 6 days--sex, cause of still-birth and death; marriages--age of couple; divorces--age of couples and duration of marriage.

Data pertaining to death are currently processed according to cause of death in accordance with the international statistical classification of diseases, trauma and causes of death of the 8th revision, in the following main classes: infectious and parasitic diseases, diseases of circulatory system, respiratory organs, digestive organs, accidents, poisoning and trauma, neoplasms, diseases of the nervous system and sense organs, congenital abnormalities, certain causes of perinatal death and others.

Analysis of data referable to annual processing of causes of death involves grouping of these data into classes and singling out individual diseases or groups of causes of death from the relevant classes.

In order to make a deeper study of demographic processes, during the years adjacent to a census year the program for annual processing of data on natural population movement is significantly expanded. Thus, in connection with the 1979 census, the following additional information will be obtained: for births--age, source of income and nature of mother's work; age, source of income and nature of father's work; age and level of mother's education; age of mother and time spent at place of permanent residence; for deaths--age, sex and nationality; age, sex, source of income and nature of work; age, sex and level of education; age, sex and marital status; for deaths before the age of 5 years--generation and nationality; for marriages--age and nationality; sex, age and level of education; for divorces--age and nationality; age of women and number

of children in common up to 10 years of age; age and level of education of women.

Checking fullness and quality of records: Much importance is attributed to obtaining full and precise data on birth and death rates. In order to assure reliability of data on statistics of natural population movement, the statistical agencies, along with public health agencies, conduct periodic random checks of accuracy with which physicians fill out medical certificates and feldshers fill out feldsher reports on deaths, as well as annual sample inspections of fullness and quality of recording births and deaths by the ispolkoms of local councils of people's deputies.

Medical and feldsher death certificates are not only documents that certify a death for registration in zags agencies, but also important statistical documents, on the basis of which data pertaining to causes of death are coded and processed.

Reliability of statistical data on causes of death is assured by proper execution of medical death certificates, adherence to the same rules for selection of chief disease for encoding, which served as the cause of death, and use of the same classification of diseases, trauma and causes of death.

The following materials are used when checking accuracy of death certificates filled out by physicians: physician's death certificate (form No 246), case history (form No 3), outpatient medical chart (form No 25), obstetrical history (form No 96), chart of neonate development (form No 97), chart of infant development (form No 112), autopsy report (form No 216) and certificate of forensic medical examination of cadaver (form No 242).

The entries in the selected medical death certificates are checked out against the corresponding entries in the records of medical institutions. The objective of this check is to detect any mistakes in filling out medical death certificates, paying special attention to accuracy of answering the question of cause of death (item 8 in the physician's death certificate).

Since 1948, state statistical agencies have systematically checked the fullness of recording births and deaths. The main purpose of such checks is to make sure the records are complete and up to date, as well as that documents are properly filled out.

Checks of completeness of registration are made in both urban and rural areas on the basis of the following sources: entries in individual farm books and lists of rural soviet records of births and deaths, verified by checks or when setting up the individual farm books as of 1 January of each year; entries of birth and death certificates in zags books kept in a given rural soviet and in a rayon zags department; births and deaths listed by name, compiled by medical institutions.

A check is made by names of entries in individual farm books pertaining to births and deaths against certificates registered in sage books and lists of medical institutions. Concurrently with the check of fullness of registration, a thorough check is made of quality of executing birth and death certifications.

Record of migration: In the early years of Soviet power, as in prerevolutionary Russia, a record was only kept of migrants (resettlement statistics), based on registration of immigrants at the chief points along their routes of travel.

With implementation of the industrialization policy and related intensive development of industry, there was extensive migration to cities. The need for data on migration could not be met by resettlement statistics, and special migration statistics had to be established.

At first, as an experiment, records of new arrivals and departures were kept only in a few cities. Since 1932, records based on registry of new arrivals for residency and permits to leave for other regions began to be kept in all cities, settlements of the urban type, worker and resort settlements, as well as certain rural populated centers. A record of arrivals and departures for all rural areas began to be kept much later, in 1953. Since that time, records of migration began to be kept in all parts of the USSR.

In the USSR, migration statistics take into consideration only cases of change in residence for periods exceeding 1.5 months, as well as an equally important factor, i.e., purpose of change in residence. Specific categories of migrants are subject to statistical observation: those arriving into urban settlements and rural areas, and those leaving (including those arriving from abroad and going abroad): for permanent residence; for work (upon graduation from an educational institution, social enlistment, organized recruitment, work-related transfer, for personal reasons), regardless of nature of work (permanent or temporary). The only exception are individuals whose occupation involves constant travel (personnel in the marine and river fleets, workers in field geological and topographic-geodesic organizations, etc.). These individuals are subject to listing when they register for over 8 months residence and when dismissed from their job; for studies (in connection with enrollment at educational establishment or course), with the exception of short (up to 1.5 months) courses; those sent on business trips for long periods of time (over 1.5 months), etc.

The statistical records do not cover migration of individuals who have arrived or departed to summer homes [dachi] for the summer, vacation or treatment in resorts, sanatoriums rest homes and other vacation [rest] institutions; for treatment in a hospital or other medical and preventive institutions; for leaves or vacations; for studies lasting up to 1.5 months or business trips of the same duration; for conferences, congresses

and meetings. Also not included in the statistical record are travel by tourists and excursion participants, as well as individuals who change their place of residence within the same populated center, or who have moved from one rural settlement to another rural settlement within the same administrative region.

There is a unified system of registering and keeping records of population migration in the USSR. These records are organized by internal affair agencies on the basis of documents pertaining to registration of new arrivals and departures. When the population is registered (new arrivals or departures), address forms are prepared for arrivals and departures (to be used only for address reference work) and statistical record stubs are attached to the arrival (departure) forms, which are specially provided for statistical processing and filled out concurrently with the address forms.

The statistical record stub attached to the address form is the primary document for recording migration, on the basis of which information is obtained about population migration in the USSR. The statistical record stub attached to arrival form contains the following characteristics of the migrant: date of birth, place of birth, sex, nationality, place of registry upon arrival, where he came from and when, since what year he resided previously, objective of arrival, place of work and occupation at former place of residence, education, marital status, for those who are married, indication is made of whether he(she) arrived with his (her) mate, data about children up to 16 years of age who have arrived with the adults.

There are analogous questions in the statistical record stub attached to the departure form.

Individual stubs are not filled out for children up to 16 years of age who have arrived or departed with adults. The number of arriving (departing) children is indicated on the stub for each of the parents. In order to avoid duplication of records, information about the children--name, sex, month and year of birth--are entered on the stub of one of the parents. In those cases where children up to 16 years of age arrive or depart by themselves, a separate statistical record stub is made out, just like for adults.

Questions pertaining to education, marital status, joint or separate migration of husbands and wives, migration with children, year since which the migrant resided continuously in his former place of residence were added to the statistical record stub on 1 January 1979. Expansion of the program of records on migration was related to the need of making more efficient use of the data from the 1979 All-Union census, as well as the increasing need for information about migration for purposes of planning and management of economic and social processes.

The state statistical agencies process the data referable to primary records, which contain information about population migration, quarterly on the short program and once a year on the complete program.

The short program for stub processing yields information about the number of new arrivals, departures and balance of migration with distinction of adults and children up to 16 years of age. These data are processed according to rayon, oblast, kray, republic and city, and in each of these territories according to urban and rural settlements for each month of the quarter, which is needed to determine the seasonal trends in migration of population. In addition, the short processing program yields information about the number of migrants in each urban settlement.

Processing on the short program is performed on all levels of the system of state statistical agencies, starting with the initial element, the inspectorate or computer data station (center), state statistics, then on to statistical administrations of ASSR's, krays oblasts, cities, autonomous okrugs, CSA of Union republics and USSR CSA.

The complete stub processing program makes it possible to obtain information about the directions of migration, volume of intraterritorial and interterritorial migration, age and sex composition of migrants.

Processing on the complete program is performed on the level of oblasts, krays, republics and within the range of each of these territories, for urban settlements and rural areas, the data for urban settlements being processed according to capitals of Union republics, every city with a population in excess of 500,000 and as a whole for the rest of the urban settlements.

Some years, the program for annual stub processing was expanded as needed. For in-depth study of migration in different years for urban settlements, data were processed about migrants moving within an oblast, between oblasts, within a republic and between republics, according to sex and age. The distribution of migrants was obtained for individuals 16 or more years of age according to purpose of movement, age and sex; it was obtained for blue and white collar workers, kolkhoz farmers, students and pensioners according to age and sex, according to age and nationality (all ages).

To make more efficient use of census data, in 1979 there will be additional processing of information pertaining to migrants with regard to the following features: source of means of existence [income], nature of work and sex (with distinction of those who had occupations, those engaged primarily in mental and physical labor, and among those unemployed there will be a distinction made of students); according to sex and nationality; marital status combined with number of children up to 16 years of age who arrived (departed) with their parents (guardians, foster parents), singling

out migrants who are married, and of these the ones who arrived (departed) with or without their mates, and those who are not married; education and sex; time of residence, age and sex.

All this additional information will be obtained for all urban settlements of oblasts, krays, republics and the nation as a whole, and separately for Union republic capitals.

The sampling method is used in processing the stubs on the complete program. This is due to the large volume of primary records of migration. Samplings are taken from separately processed arrays, i.e., Union republic capitals, each city with a population in excess of 500,000, other urban settlements together and for the entire rural area, separately for arrivals and departures.

The size of the sample is determined on the basis of the number of new arrivals and departures per year:

| Number of arrivals (or departures) | Sample (%) | Stubs taken |
|------------------------------------|------------|----------------|
| 50,000 or more | 20 | every 5th stub |
| From 40,000 to 50,000 | 25 | " 4th " |
| From 30,000 to 40,000 | 33 | " 3d " |
| From 20,000 to 30,000 | 50 | " 2d " |

When there are fewer than 20,000 arrivals (departures) per year, a sample is not used, and all of the statistical record stubs are submitted to processing.

Strict mechanical gathering is practiced (for example, for a 25% sample precisely every fourth stub is taken). The results of processing the sampling data are extended over the total number of arrivals (departures) in each array.

To assure completeness of the estimate and reliability of data on migration, regular checks are made of fullness of records of migrant population and proper preparation of statistical stubs.

Individual farm records constitute one of the most important parts of the system of primary records in rural soviets of people's deputies. The following forms are used for individual farm records: for No 1--individual farm book; form No 2--list of individuals temporarily residing on the territory of the rural soviet; form No 3, alphabetical roster (book) for the farm.

The individual farm book contains the main demographic and economic characteristics of the farm: information about members of the farm who

are permanent residents under the rural soviet, presence of land, cattle and structures for personal use, presence and delivery of self-taxation funds. The individual farm books are set up once every 3 years, while entries therein are updated annually according to the status as of 1 January and 1 June.

A separate personal account is opened in the individual farm books for each farm. Entries are made there on sex, date of birth, nationality, level of education, place of study, place of work, occupation, etc., for each family member.

Entries pertaining to family members who have gone away for good or temporary left the farm, who have arrived at the farm for permanent residence or returned after a temporary absence, as well as deaths among family members are also made in the personal account.

Individuals who reside under the selsoviet temporarily are registered on special lists (form No 2), which are prepared annually according to status as of 1 January, and they are kept up during the year. Temporary residents include individuals who have arrived for temporary or seasonal work, studies, treatment, homes for the disabled, and certain other categories of population.

A report is prepared as of the start of each year, on the basis of data in the individual farm books and lists of temporary residents, about sex and age composition of the rural population (form 8), which contains information about rural population size and distribution according to sex, age and social groups. This report includes indices pertaining to level of education and training of young people, number of individuals receiving grants and amounts of allocated grants.

The indices in individual farm records are used extensively by local administrative bodies, as well as statistical agencies for estimates of population, by finance agencies to calculate the agricultural tax, public education agencies to keep records of children of school age and by insurance agencies to keep a record of objects of mandatory insurance.

Statistics on administrative territorial changes: A distinction is made of the following in administrative territorial division of the USSR: Union and autonomous republics, krays, oblasts, autonomous oblasts and okrugs, rayons, cities, settlements of the urban type, rural soviets and rural populated centers.

The administrative and territorial division of the nation changes constantly: some forms of administrative and territorial units are transformed into others, there is formation of new cities and settlements

of the urban type,* rural areas are transformed into urban ones, and there are changes in boundaries of some territorial entities.

There is a routine [current] procedure for recording the changes that occur in administrative and territorial division. The relevant ukases of the Presidium of the USSR Supreme Soviet, presidiums of supreme soviets of Union, autonomous republics and decisions of kray and oblast ispolkoms of soviets of people's deputies, within the jurisdiction of which are questions of administrative and territorial organization, serve as the basis for this record.

Current records of administrative and territorial changes are kept by means of a special card file that consists of three types of cards: oblast (republic) card, prepared for each republic, kray, oblast, autonomous region and autonomous okrug; rayon (urban soviet) prepared for each administrative region (rayon), as well as urban (settlement) soviet with rural or settlement (urban) soviets or individual rural populated centers under its jurisdiction; urban settlement, which is prepared for each city and settlement of the urban type.

The cards contain the following information: population size according to the last census within the range of corresponding years (overall, urban and rural) and number of administrative and territorial entities (cities, settlements of the urban type, rural soviets and rural populated centers); population size according to prior censuses; information about the transformation of some forms of administrative and territorial entities into others, changes in boundaries and names.

The card file is set up after every census by the statistical administrations of ASSR's, krays, oblasts or CSA of Union republics, in three copies (for the USSR CSA, CSA of the Union republic and oblast statistical administration). The results of the last census with respect to population size and number of administrative-territorial entities serve as the base data in setting up the card file.

*The statute "On procedure for classifying populated centers in the category of cities and settlements of the urban type" is the guide for classifying populated centers in the category of urban settlements. The legislation of Union republics has set the different norms for population size to be used to classify a populated center in the city category. For example, the norm for population size is set at at least 5000 for cities under rayon jurisdiction in Georgian and Azerbaijan SSR, at least 8000 in Armenian and Turkmen SSR, at least 10,000 in Ukrainian and Moldavian SSR, at least 12,000 for RSFSR, and the majority of the inhabitants must consist of blue and white collar workers, and members of their families. In addition, the legislation of Union republics lists a number of other elements, in the presence of which populated centers can be classified as urban settlements.

All administrative-territorial changes pertaining to enlargement or reduction of rural soviets and rayons, transfer of rural soviets or individual populated centers from one rayon to another, transfer of rayons from one republic or oblast to another, changes in territorial composition of urban and settlement soviets, changes in boundaries of specific cities, conversion of rural populated centers into urban ones, etc., are recorded on the cards.

To assure reliability of data in the card file on all levels of the system of state statistical agencies, the statistical administration of ASSR's, krays and oblasts, as well as CSA of Union republics prepare statistical reports using the following forms: form A--"Report on administrative-territorial changes in rayons" (annual), which contains data on population size according to the last census, as well as information about current changes in a territory and, accordingly, in population size, according to rayons, cities and settlements of the urban type; form B--"Number of administrative-territorial entities," in which information is given about the number of rayons, cities, settlements of the urban type and rural soviets as of the start of a quarter in the current year.

Each year, the entries in the card file are checked against the records on the above forms.

On the basis of systematization and processing of data pertaining to changes in administrative-territorial division, on-going [current] recalculations are made annually of area and population size in the territories where administrative-territorial changes have taken place.

The data in the card file also make it possible to recalculate the population size in previous censuses for the different republics, oblasts, rayons and urban settlements as related to the administrative-territorial boundaries in the next census. One of the important areas of work dealing with such recalculations is to prepare an aid for the recalculations, a so-called "key," which provides an idea about the changes in boundaries of republics, krays, oblasts, rayons and urban settlements occurring in the period between censuses.

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DEMOGRAPHY

DECREASE IN FAMILY SIZE EXPLAINED

Moscow LITERATURNAYA GAZETA in Russ. Jan No 423, Jan 80 p 12

[Article by M. Matskovskiy, candidate of philosophical sciences: "Why a Person Needs a Brother"]

[Text] From year to year fewer and fewer children are born. The demographers, sociologists, psychologists and lawyers of many nations have noted the desire of married couples to limit themselves to one or two children. This problem which is given different names: "The one child family," "The death of the family," "Two plus one" is being discussed in every language.

Why is this happening? Why, for example, is it happening here, at this particular time, when we have learned how to love children properly, how to give them a good education, dress them nicely, guard their health? There are reasons. First of all, the position of women has changed. Naturally, a non-working woman whose interests are limited to home, husband and children, is more likely to want three or four children than a woman who works (almost always), and takes part in public activities (quite frequently). The main difference between the working and non-working woman is not a matter of the former being busy and tired, but is a result of the fact that she must make choices among values which, by virtue of contemporary trends, have become concrete: "family and work," "child and studies," "training and her own interests," "time spent with children or with friends."

The second reason lies in the fact that in the city it is becoming harder and harder to raise children because the help of grandparents has become more and more problematic and this cannot help but influence the decision about number of children.

People's concepts have changed with time as well: in the past, families had to have children "in reserve," statistically a portion of them were sure to die and the collective consciousness became accustomed to the fact that it was impossible to rely on good luck and have one or two. Now the mortality rate of children is relatively low.

It may seem paradoxical that the increase in the "value" of a child has also become the reason for the drop in the birth rate. Values are not material (although, perhaps the monetary cost associated with raising a child is also growing all the time), values are associated with the expenditure of what is most dear to us--time, effort, care. We know that we will be poor parents if we do not have time to spend talking with our child, reading to him, telling him stories. We know that if we do not pay attention to our adolescent, do not devote enough time and effort to him then we have a dangerous rival--the streets and the companionship they provide. We are accustomed to the fact that we are still responsible for our children while they are receiving higher education and when they begin to set up families of their own and even when they have their own children. We have grown accustomed to the fact that if a child is sick then we must drop everything; if there is something which must be done for his health or development, then we must forget about all else. On one hand, this makes our whole family life revolve around the child; while on the other there arises a conviction that this is a very difficult endeavor and that it is a very hard thing to be a mother or father.

It is not difficult to prove that the drop in birth rate is a very undesirable phenomenon and that measures must be taken to change the existing state of affairs, that there must be an active demographic campaign directed toward an increase in the birth rate.

But is it true perhaps that the one child family is contrary only to society's interests? Is the second and third child necessary to the family or do they only represent to us one or two more years of diapers, five years of child care and twenty years of education?

Studies performed by Soviet and foreign specialists show with great persuasiveness the advantages of families with two or three children. Such families break up much less often than those with only one child. (Of course, the relationship here is not so simple; the number of children in itself is not a factor preventing divorce, and we know lots of families with many children which break up.) The relationship found between the number of children in a family and the likelihood of divorce can be interpreted in different ways. First, the fact itself that a couple has decided to have two or three children testifies to the stability of their relationship (at least up to the time of the birth of the last child), and that they are sufficiently confident about their future. Secondly, the number of children has an influence on the nature of the couple's relationship. In the eyes of the man a larger number of children increases his moral responsibility for the family, divorce in his eyes (and in the eyes of others, and he knows this) begins to look like a clearly unseemly business. And the woman understands that if there is a divorce it will be much more complicated to find herself a new husband, and that furthermore the material well-being of the family will sustain a serious blow. For this reason the couple with many children cannot regard divorce with the frivolity so often encountered in small families. All this makes them treat each other more patiently, and when there are arguments makes them look for the road to reconciliation more persistently, and learn to focus their attention not on the dark but on the bright side of marital relations.

One of the most widespread "disease" of the average family has become the alienation of the husband, his minimal participation in the life of the family and the raising of the children. A family with many children turns out to be much more healthy in this respect as well: out of necessity, participating regularly in domestic affairs, the man begins to take them to heart, and here it is much easier to find a husband in the full sense of the word living through the interests of his family.

In families with two or three children, the children are usually brought up better than in families with one child. It must be said that the data obtained in defense of this position are quite contradictory and, although the majority of empirical studies testify to the fact that children in two or three child families are brought up better than those in one child families, the picture is probably not this simple. In such families there are statistically better relations among the parents, the parents have less opportunity to concentrate all their attention on one child and create conditions leading to egocentrism in him. In families with two or three children the children learn to take care of their younger brothers and sisters, to help them and in these families the children have more opportunities for relationships with their peers than children from one child families.

But the main argument which may be brought to bear in favor of such families consists of the fact that in one child families the child is deprived of the immensely significant emotional ties which grow up among brothers and sisters. Of course, it is not possible to make parents have two or three children if they want one. But there are contradictions, we observe, between the child-centered (in the term of the famous Soviet demographer A. G. Vishenovskiy) family with its associated system of opinions and dicta of "everything for the child" and "any sacrifice for the child" and what actually happens. We worry that our child will be dressed worse than others, we expend great efforts on teaching him music or figure skating, we spend money and time on trips, theaters, entertainments, but we forget about the fact that we are depriving him of the most important emotional ties, on which from time immemorial the family has been built and which are very difficult to replace with anything else. A brother or sister--these are the only people, except for one's parents from whom it is almost impossible to be "divorced," these are people who remain close despite changes in professional and other interests, moves to another city and changes in other important circumstances. A brother or sister--these are people who take the place of "parent-child" relationships in cases where the parents die.

Relationships with a brother or sister for children and adolescents is unique from a number of points of view. Being close to a brother or sister, the adolescent, on one hand, can find a person who will always defend his interests, understand him and combine the care and interest of parents with the similarity of opinions and moods of peers. It is no accident that for this reason many psychologists consider that people who have a brother or sister have a greater degree of family orientation when they become adults. These people are more likely to state that in their families they can talk about anything; that the family is a support and "emotional refuge"; that in the family you can and must find a person who will always understand you

and always help you. Closeness with a brother or sister is also unique because the family nurtures those relationships which are essential for life in the modern city family. It is well known many contemporary families break up because of the complexity of being in close contact, lack of understanding and what psychologists call role conflicts; the husband or wife makes increased demands on the other partner and decreased demands on him or herself. In our point of view, the brother-sister relationship is definite preparation for marital interrelations in the modern family, in the sense that children, adolescents and young people get accustomed to mutual concessions, to the significance of the other person, to recognition of the fact that only by merging one's own interests, adapting to the behavior of someone else, trying to understand what is good and what is bad for another, can one achieve normal relations, mutual understanding, and warmth of emotional ties. The brother-sister relationship teaches a person how he must conduct himself when it is not possible to be at odds forever or to part. For this reason, we consider that people, with brothers and sisters are much better prepared for the complexities of intrafamily relationships than people growing up in one child families. Taking into account that the concepts of stability and constancy are becoming less and less applicable to modern marital relationships and that the words "wed for life" do not have the obligatory significance they had in the traditional family, we have more and more need for people who satisfy the demand for constancy, "people for life", and it may be that only brothers and sisters can be such people.

It must be said that adolescents themselves well understand the significance that brothers and sisters have for them.

There exists another series of motives causing people to decide to have an average number of children or more. In the Center for the Study of Socialization and the Family of the University of Chicago an attempt was made to systematize these motives. A perusal of this list shows that some of these factors have lost their topicality for our nation, others are characteristic of a definite category of people (related to traditional classes of society, people having one or another educational level etc.). But, it seems, our readers would be interested in becoming acquainted with some of these motivations.

For example, there is a group of motivations which the authors call perhaps not very successfully, motives related to family well-being. This group includes rather heterogeneous motivations. Here we find: help for the parents at work and home, help for younger children on the part of older and motives related to the issues discussed above that children are better brought up when they are together. Without a doubt, in many families children, starting at adolescence, help their parents significantly in house-keeping and every-day life. But today in city families, people often try to free children from housework ("children's job is to study," "they'll have plenty of time later to work in the kitchen" etc.) and this motive to "raise a helper for oneself" has ceased to be an important factor in deciding the question of the number of children in the family.

It seems to us that it is essential that there be a national position on this issue which is so important to the family, since the continuous participation of adolescents as equals in housework is of great significance. The family gains the capacity to widely enlist the adolescents in the performance of tasks of general importance to the family, to involve them in joint activity, and thus to subtly control their behavior and actions. Participation in housework facilitates the preparation of an adolescent for future family life since he first of all has mastered the necessary skills and abilities. This permits him, apart from everything else, to rise above the everyday chores, not to be in their power in his future independent life. Moreover, participation in family housekeeping and everyday chores is the best school for teaching adolescents the qualities which are essential for life together--mutual care, mutual responsibility, cooperation etc. For this reason we believe that a change in the dictum for public opinion on this important issue is essential, (and the fact that change is necessary is demonstrated by the fact that forty per cent of school children in Moscow do not have regular household chores). And such a change could, among other things, lead to a general desire to increase the number of children in a family. In a large family it is easier to solve the problems of everyday life and housekeeping.

There exists another series of motives, which are more cultural and psychological than rational in nature, but they too must be reckoned with. Among them is the notion the children carry on the family name and that it is a good thing to have many children, who will bear this name with honor and virtue. Another motive from this group is that many children represent a continuation of one's own self, a demonstration of masculinity for a man and the highest characteristics of a mother and wife for a woman. For some categories of people (probably, this is true of many people living in our republics of Central Asia and Kazakhstan) there exists characteristically the motivation that a family with many children has a high status in society and, if a person has a large family he becomes more important and more respected. We are by no means discussing all this in order to convince each and every one that only a family with many children can be really happy. Many families bring up their only children to be people who are truly good, kind and responsible. It also happens that children in large families grow up to be parasites and egoists, people who are unable and do not want to be able to care about those around them. And serious conflicts and divorces also come about in families with many children. There are no universal recipes for family well-being. But a person who has gotten married or is merely about to marry, who is now thinking about the components of human happiness--should also think about this important issue. In our thoughts we can rely on statistical data, on the results of serious scientific studies--and, each one, in accordance with his own circumstances of life, and with the role that children play in his life, and finally, simply with how much he loves children should decide for himself the question of how many of them to have.

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